The Labour Gazette

May 1970

Unemployment is up and prices are rising. Is this the price we have to pay for having avoided a recession for a longer period than ever before, excluding periods of war? It is a price that invites social unrest; sooner or later the bill for such unrest will be presented, unless we find ways of achieving sustained economic expansion without a high rate of deeply imbedded inflation." See "Inflation and Tight Money: Where are they taking us? by E. P. Neufeld, p. 340.

The Labour Gazette
Official Journal Canada Department of Labour

Vol. 70, No. 5/May 1970

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News briefs

■ **Wage settlements in 1969 provided an average annual base-rate increase of 7.9 per cent, according to preliminary statistics analysed by the Canada Department of Labour. Settlements in 1968 resulted in an 8.0 per cent increase.** Contracts covering bargaining units of 500 employees or more, excluding all in the construction industry, were examined in the study.

There were 65 settlements in the fourth quarter of 1969 but wage information was available for only 61 contracts, covering approximately 197,460 employees. The 61 contracts provided a fourth-quarter average annual base-rate increase of 8.8 per cent. Annual increase for settlements signed during the fourth quarter of 1968 was 7.5 per cent.

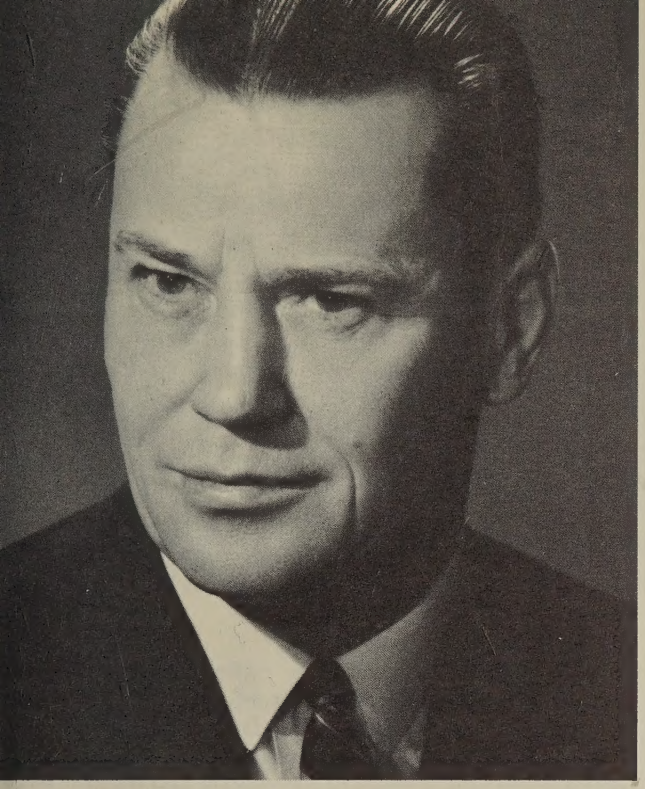
The consumer price index rose 4.6 per cent during 1969 and 4.1 per cent during 1968. Deflating the wage increases by the consumer price index increases, the average hourly base-rate increased in real terms by 3.2 per cent during 1969 and 3.8 per cent in 1968.

Of the agreements covered in the Department's survey 661 were in force as of December 31, 1969, and covered approximately 1,431,000 workers. Another 341 were settled during 1969 but wage information for four was not available. The remaining 337 settlements provided the annual average increase in the straighttime hourly base-rate equal to 7.9 per cent over the lives of the contracts, and covered some 775,600 workers.

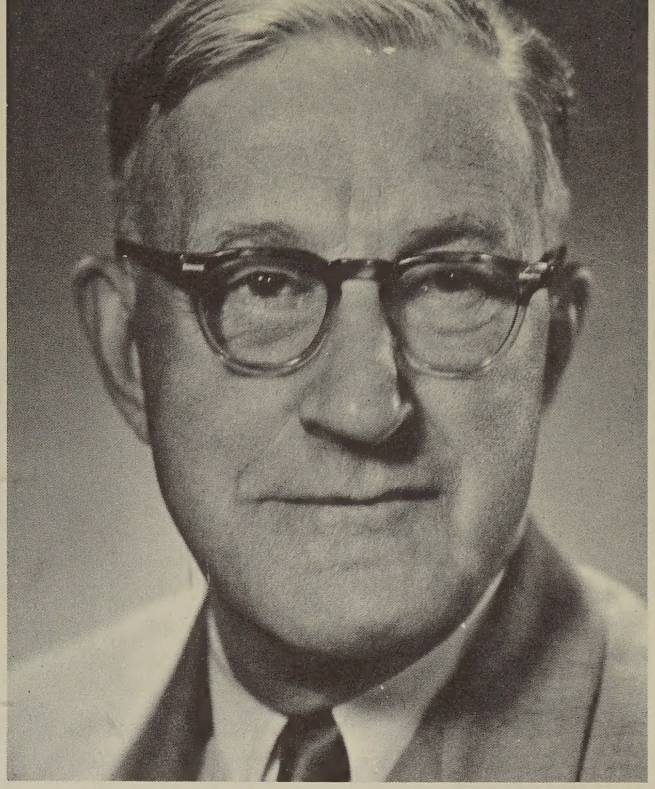
Settlements during 1969 of one-year duration provide for increases averaging 8.0 per cent; those of two-yea duration for increases of 9.4 per cent and 5.8 for th first and second years respectively; and those of three year duration of 10.8, 6.4 and 5.2 per cent for the firs second, and third years of the contract. This compare with 1968 as follows: one-year agreements, averag increase of 7.3 per cent; two-year agreements, averag increases of 8.4 and 6.2 per cent; and three-year agree ments, average increases of 12.0, 7.5, and 5.1.

■ **Because of mechanization, Ontario's woods wor force will decline to about 6,000 in the next few yea from the peak of 25,464 in 1949.** In 1966, the tota number of production and related workers stood a 9,794, says a report on forestry by the Ontario Economi Council.

Since 1950, a number of new and improved harvestin methods and machines have led to an increase in loggin productivity. Even greater opportunities for cost reduc tion still appear to exist, the report says. "These li primarily in the reduction of labour content in fellin and trimming and transporting wood from the stum to the intermediate landing." One Ontario compan currently employing about 2,300 men to produc 500,000 cords of pulpwood a year, has predicted tha the same volume of wood will be produced by abou 415 men when full use is made of mechanized equip ment now coming into production.



D. F. Hamilton



James Whitebone

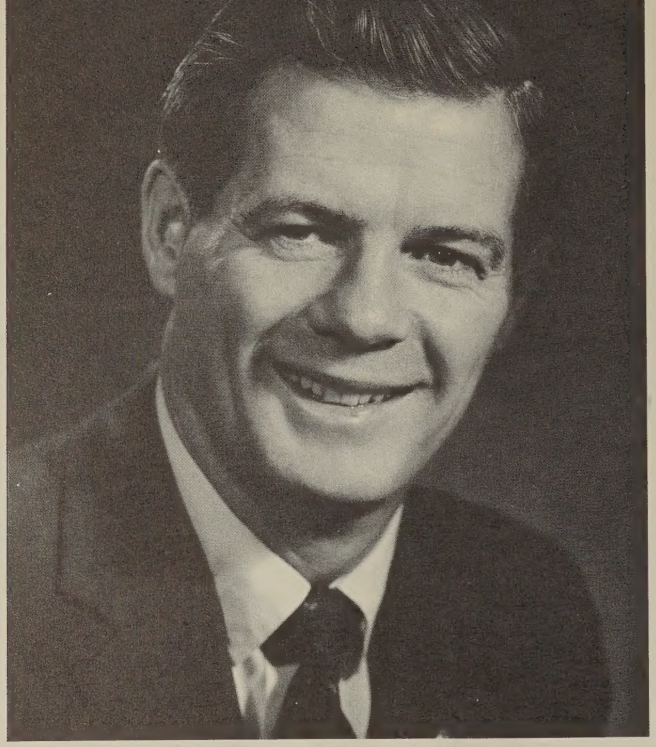
■ **Douglas Hamilton, Secretary-Treasurer of the Ontario Federation of Labour, has been appointed a commissioner of the Ontario Workmen's Compensation Board.** No successor has been named to Mr. Hamilton by the OFL. He has held the position of secretary-treasurer since 1957. Another appointment to the Compensation Board is David Decker, of Ottawa, a member of the Canadian Pension Commission.

■ **Five judges have been named to Québec's Labour Court, which was established in 1969 to replace the Québec Labour Relations Board (L. G., Oct. 1969, p. 601).** All five have been named provincial court judges, and all are lawyers with wide experience in industrial relations.

The four appointed for the Montreal district are: René Beaudry, Gilles Filion, Maurice Marcotte, and Victor Melancon; and Gaston Michaud for the Québec City district.

■ **James A. Whitebone, a former vice-president of the Canadian Labour Congress, and Honorary President of the New Brunswick Federation of Labour, died in Saint John, N.B., February 17, in his 76th year.** From 1922, until his death, he was Secretary and Business Agent of Local 440 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, in Saint John, N.B.

Mr. Whitebone served as a regional vice-president of the CLC, from the founding convention in 1956 until 1960. He served as president of the New Brunswick Federation of Labour a total of 28 years, from 1933-1958 and 1960-1963. In 1938, he was elected a vice-president of the Trades and Labour Congress of Canada and was re-elected at subsequent conventions until the TLC merged with the Canadian Congress of Labour in 1956 to form the Canadian Labour Congress.



Robert Saunders

■ **Robert Saunders has been elected President of the Canadian Construction Association,** succeeding Mark Stein of Montreal. Mr. Saunders is President and General Manager of Smith Bros. and Wilson Ltd. in Vancouver. Mr. Saunders is a former CCA national vice-president and a former president of the Amalgamated Construction Association of British Columbia.

■ **Wages and salaries in Canada are rising at a rate far in excess of the increase in productivity, says an analysis of output, employment, and costs in the budget background papers tabled in March by Finance Minister Benson.** The analysis says that, during the first part of the 1960s when economic slack was being taken up, real output in the total economy increased more rapidly than in the second half of the 1960s. The real output per worker increased nearly twice as fast in the first part of the decade than in the latter part. At the same time, average earnings rose more rapidly in the second half of the decade than in the first half, so that wage and salary costs for each unit of output rose more in the latter part of the 1960s.

In 1968, output per worker in the economy increased at a rate slightly above the average achieved in the last part of the decade, while unit wage and salary costs increased by four per cent, the same rate as the general price level. In 1969, however, the increase in output per worker was less than in 1968, while average wage rose faster than in 1968, and profits per unit of outpu rose less than the general price level. In 1969, the analy sis says, total profits began to turn down, and unit profi showed a marked decline.

The analysis goes on to say that productivity in th goods-producing industries has been growing muc more rapidly than in the service industries. And in 196 costs rose much more rapidly in the service sector tha in the goods-producing industries. "This developmer appears to have been brought about by broadly simila increases in earnings in both groups of industries, a a time when output per worker in the goods sector wa increasing at about average rates, and when in th service sector there may well have been a decline i output per worker."

■ **George Saunders, Director of the Economics an Research Branch of the Canada Department of Labou is leaving the Department to become Director of Re search at the Department of Manpower and Immigratio** He joined the Department of Labour in 1954 as a economist and became director of the branch in 196 He received his Ph.D. from the University of Wisconsi in 1959. Mr. Saunders has represented Canada at severa international conferences and was director of researc of the Prime Minister's Task Force on Labour Relation for two years.

George Saunders

Labour relations around the world

■ **The 102-day strike in the U.S. of GE employees belonging to twelve unions is over.** On January 31, the International Union of Electrical Workers and the United Electrical Workers approved a package estimated at $1.05 an hour over 40 months to May 30, 1973. The other unions were expected to follow suit. The strike had two unique aspects. For the first time, General Electric was forced to abandon its "take-it-or-leave-it" policy of making a complete offer and then refusing to increase it—also called "boulwarism," from the name of a former GE executive. A statement issued by UE President Albert J. Fitzgerald and Secretary Treasurer James J. Matles described the settlement as "the first negotiated agreement with GE in 20 years. Six previous agreements were imposed on the union and not negotiated." Most significant about the strike from the standpoint of the entire labour movement was the breakthrough of "coalition bargaining." GE sought to make illegal the combination of several unions as an "unfair labour practice." This was defeated by the establishment of a co-ordinated bargaining committee of the AFL-CIO that united ten unions and the UAW and Teamsters. Although the UE bargained separately, it had representation from the IUE, UAW and the Teamsters on its bargaining committee.

■ **Anthony De Andrade, President of the International Printing Pressmen and Assistants' Union of North America, died in January, aged 73.** Mr. De Andrade had been President of the 126,000-member union since 1959 and was a Vice-President of the AFL-CIO.

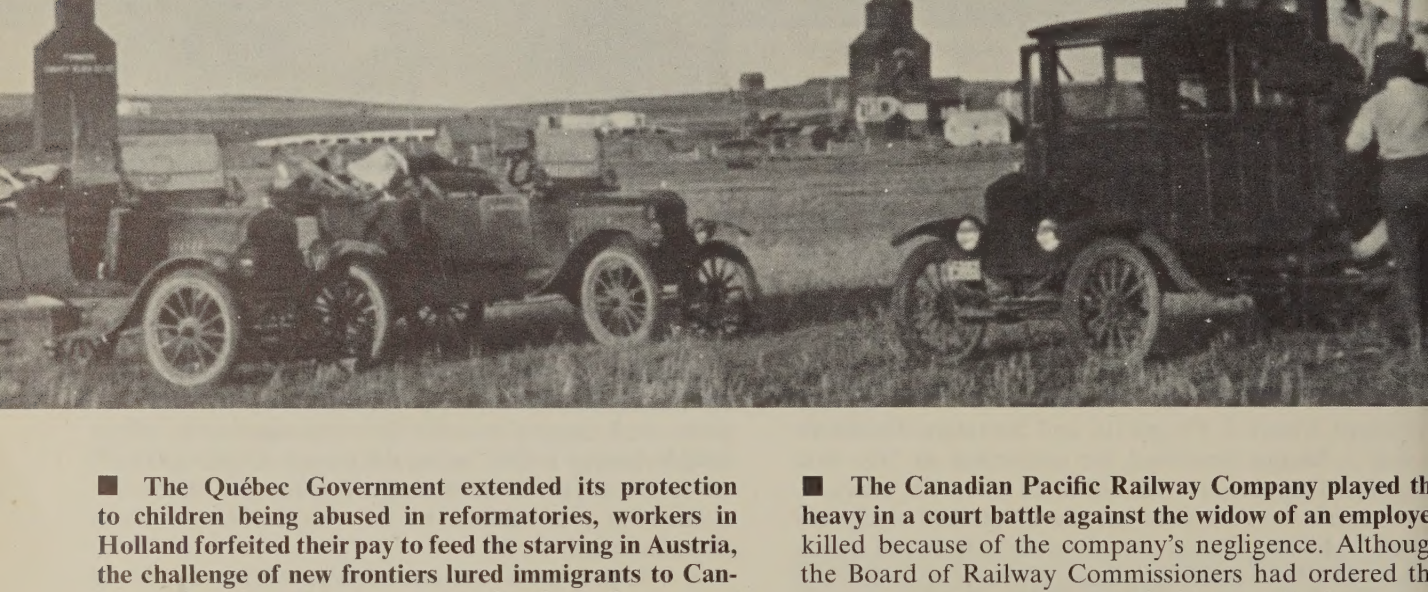
■ **Some 2,100,000 U.S. workers received pay increases starting February 1, under terms of 1966 amendments to the U.S. Fair Labor Standards Act.** The increase, bringing minimum wages from $1.30 to $1.45 an hour, applies to workers who were brought under the Act for the first time by the amendments.

The new rate chiefly benefits employees of smaller retail or service establishments, laundries and dry cleaners, motels, hotels and restaurants, schools, non-federal hospitals, and nursing homes. The rate remains in effect until February 1, 1971, when the minimum goes to $1.60 an hour, a rate that already applies to 35,366,000 workers in jobs subject to the Act before the 1966 amendments.

■ **The longest strike in the history of the American Newspaper Guild entered its third year in January** as Guildsmen and supporters from other unions continued to picket the plant of the Los Angeles Herald-Examiner, a Hearst publication. The Los Angeles strike exceeds the Guild's long strike against the Hearst newspapers in Chicago, in 1939-40, by 34 weeks.

The walkout began in December 1967 when the publisher offered the Guild a $13 weekly increase spread over two years, with no improvements in fringe benefits. A few days earlier, the Guild had won increases of $34 over a three-year span at a newspaper in a city nearby. The Herald-Examiner has held to its original offer. Using non-union help, the paper has continued to publish, but its circulation has been cut in half, according to the Guild, and the paper has lost its distinction as the largest-circulation evening newspaper in the U.S.

50 years ago



■ **The Québec Government extended its protection to children being abused in reformatories, workers in Holland forfeited their pay to feed the starving in Austria, the challenge of new frontiers lured immigrants to Canada, and workers were prepared to disrobe in the name of safety in the United States, it was reported in the May 1920 Labour Gazette.**

■ **In Québec, a concerted effort was being made to end sweat-shop regimes in provincial industrial schools and reformatories.** These operated to the benefit of authorities and manufacturers, but at the sad expense of children who could not protest, no matter what hardships they endured. As a first step, every contract made or entered into by reformatory or industrial school managers had to be submitted to the provincial secretary for approval. Secondly, these authorities were required to maintain a book of accounts registering each child's earnings, and to account for the disposition of money at the secretary's request. It was further stipulated that when a child left the institution, he was to receive his net earnings. Should the officials concerned fail in any instance to comply with these provisions, the provincial secretary was authorized to retain the maintenance allowance for the child or children until the situation was rectified.

■ **The Canadian Pacific Railway Company played th heavy in a court battle against the widow of an employe** killed because of the company's negligence. Althoug the Board of Railway Commissioners had ordered th company to observe specified clearance limits, a loa on the car on which the plaintiff's husband was ridin had exceeded these limits. A slab of concrete and ston struck a bridge, and the resulting wreck caused a fir in which the plaintiff's husband was killed. Three day after the widow brought action against the CPR, sh received notice that an application would be made t the Manitoba Workmen's Compensation Board to de termine if her right to action was denied by the Ac She immediately sought and obtained a temporary in junction to prevent the company from filing its appl cation. When she asked that the injunction be continue the Court examined the Workmen's Compensation Ac and discovered that the provincial legislature intende to take away all rights of action other than the righ to compensation under the Act. By Sec. 385 of th Dominion Railway Act, however, the company was hel liable for full damages without any special limitation on seeking them. The Court held that the federal legis lation superseded the provincial Act, and that the CPI had no grounds for its actions.

■ **Canada welcomed 19,615 immigrants in the first quarter of 1920.** The largest group came from England, with the Scots running second. Belgians, Irish, Italians, French, Chinese, Welsh and Japanese arrived, also in substantial numbers. Classified by occupation, farmers formed the largest group to enter the country, followed by mechanics and female servants. Although Ontario absorbed the largest block of immigrants, Alberta and Saskatchewan were chosen also as a new home by many. One lone individual, headed for the Yukon.

■ **The Saskatchewan Court of Appeal ruled that an employer must pay wages due employees hired at a monthly rate at the end of each month.** The decision was reached in the case of a farmer who had attempted to cheat two employees out of their wages. The farmer had originally hired the men on April 3, 1919 to work on his farm for eight months at $80 per month. Up to July 8, however, he had paid only $41.90 to one and $33.80 to the other. When they asked for the $100 and $150 owing them, the farmer offered them only $25 each. The two labourers quit their jobs on July 14 and sued for their back pay.

The farmer was not intimidated. He filed a counter claim for breach of contract. In court, the employer argued that when the two plaintiffs had arrived at his farm in April, he had told them that they would receive only what they needed for expenses until the end of the season, and that they had both agreed to this arrangement. Although both plaintiffs denied the accusation, the Court ruled in favour of the farmer.

When the case came before the Court of Appeal, it was held that, as a monthly rate was stated at the time of hiring, the plaintiffs were entitled to wages earned up to July 3, the end of the third month of service. Furthermore, the farmer admitted that, on July 14, he had informed the two men that he was replacing one with a new employee. He said that he would keep only the other plaintiff on a day-to-day basis and offered each man $70 for what was owing. The Court ruled that the farmer had broken the contract and ordered him to pay the two men for the time they worked up to July 14.

■ **In New York City, workers under 18 were encouraged to continue their education by joining a co-operative education program.** Students were allowed to alternate between work and school, and received the same wages at work as their fellow employees. Students were paired, one would work while the other attended classes. Every week they would exchange positions.

Classes were divided into five categories: compulsory continuation classes for workers under 16 who had not completed the eighth grade; extension classes for workers in the skilled trades; extension classes for workers in commercial enterprises; general improvement classes in high-school subjects; and finally, classes for non-English-speaking employees.

The program was co-ordinated by a number of high school teachers who: sought out employers who might be persuaded to participate; conferred directly with immediate supervisors on the job to check out the sequence of the exchange; planned the content for the study courses; and followed up the progress of the individual student in class and outside.

■ **The International Federation of Trade Unions sent large consignments of food to Austria to ward off the threat of starvation in the postwar period.** Most of the money for the shipment had been raised by workers in Holland who had volunteered to work overtime and contribute their earnings to the union fund. The Federation representative who accompanied the consignment to its destination in Vienna reported on the conditions he witnessed. Large factories were unable to fill orders because of the lack of coal and lack of transport. All of Austria's former coal mines had been handed over to Czechoslovakia by the Treaty of Versailles, and a large part of the Austrian Railway's rolling stock had been lost when the army was dissolved. Surrounding countries, especially the newly created states, had erected tariff barriers to cut off trade. The observer concluded by saying that, without gifts of food and clothing, Austria could not exist until the next harvest. He appealed to his co-members, saying that "the Austrian does not ask for justice, but for mercy. Our traditions and practices prevent us from penalizing the helpless, and as the war is over, we cannot quietly sit still and see the wives, the widows and children of our former enemies die of starvation."

■ **Modesty yielded to logic in U.S. plants.** A study by the National Industrial Conference Board of Physicians in Industry discovered that, in 28 corporations, less than one per cent of the employees objected to physical examinations. Those who did object listed "red tape" or "opposition to exposure" as their reasons, but were frequently found to have dissented because the examination would disclose a defect or disease. The tests ensured that employees were placed in an occupation where they would not be a menace to themselves, to others or to property.

Inflation and tight money: where are they taking us?

E. P. Neufeld

Mr. Neufeld is a professor of economics at the University of Toronto. He graduated from the London School of Economics with a Ph.D. in 1954 and then joined the Bank of England. Mr Neufeld became a lecturer at the University of Toronto in 1955. He has published a study of the Bank of Canada and a study of the international development of Massey-Ferguson Ltd. as well as contributing to other books. He has published numerous articles and made submissions to various Parliamentary committees and to the Royal Commission on Banking and Finance.

(The opinions expressed in the accompanying article ar those of the author, and do not necessarily reflect th views or policies of the Canada Department of Labour.

by E. P. Neufeld

Canada's current economic and financial environmen is not likely to create a feeling of euphoria among Cana dian economists, bond traders, securities analysts, an other practitioners of the mystic arts. At the risk o driving Gazette readers immediately into a state of men tal depression and physical indigestion, permit me t sketch in briefly the main lines of our present economi scenery.

We look around and what do we see? For one thing we see rapidly rising prices with high unemployment We also see incredibly high interest rates, tight credi conditions generally, with no relief in sight, and a economy that has for some months been growing a much less than its potential. Looking further, we se wage rate increases that are wildly in excess of produc tivity increases, and price increases following wage in creases with almost indecent haste. And as if this wer not enough, there emerges from Ottawa periodic evi dence that the high priests of economic prognosis ar quarrelling among themselves.

Nor does the scenery improve if you shift your gaz from the forest to the trees. Let us examine a few o the trees. Up to the end of 1969, the consumer pric index was rising at an annual rate of 4½ per cent—th highest rate since 1951; and the increases for 1966, 1967 and 1968 were also larger than those for any year sinc 1951. So, not only is it a high rate of inflation; it i also a persistent one.

f we examine current trends in wage rates and wage ate settlements, we are forced to conclude also that, n the absence of strong and persistent anti-inflationary ction, current inflationary trends will continue for at east several more years. I recently examined the rate f increase of average hourly earnings over the period 952 to 1968, and the rate of increase of real output er man-hour, and found that the difference between he two—that is, between increases in money earnings nd real output—was about equal to the annual increase n the consumer price index. This suggests that, on the verage, the increase in wages in excess of productivity ncreases will be accompanied by roughly an equivalent ate of inflation. I am not implying any particular line f causation here, but merely suggesting a relationship hat might give us a rough indication of the rate of nflation that is in store for us during the next few years.

Average hourly earnings in manufacturing are running at about 8 per cent ahead of a year ago—which is probably more than 4 per cent in excess of the trend rate of national average productivity increase. Even more revealing and worrying is the size of wage rate increases in current settlements as they relate to wage rate increases over the next several years. In the fourth quarter of 1969, new settlements involved base rate increases of 8.8 per cent compared with 7.9 per cent in the third quarter, 7.7 per cent in the second quarter, 7.2 per cent in the first quarter, and 7.5 per cent in the fourth quarter of 1968. If we break down the fourth quarter settlements into one-year, two-year and three-year agreements, however, it suggests that so far there has been very little slow-down in the rate of increase of wage settlements.

For example, one-year agreements showed a 10.5 per cent increase, two-year agreements showed an 8.6 per cent increase, three-year agreements showed an 8.2 per cent annual increase in base rates, the total average increase being 8.8 per cent. These wage rate increases relate to new settlements covering bargaining units of 500 employees or more, but excluding the construction industry.

Now what do these increases for the fourth quarter imply? Well, if the wage-price-productivity relationship I have just referred to holds in future, and if future settlements were like those of the very recent past, then it suggests an inflation rate of about 4 per cent or more in 1971 and 1972. This leads me to say to those in charge of fighting inflation: **If you wish to reduce the rate of inflation below the 4 per cent level, by 1971, you had**

better soon create conditions in which wage-rate settlements are distinctly less generous than they were in the fourth quarter of 1969.

I do not wish to imply that inflation is accelerating, for that would not be correct. Year-to-year comparisons of both the consumer and wholesale price indexes and manufacturing wages suggest that the rate of increase of wages and prices has been stabilized, and even that it has declined fractionally. The task we face now is the one of reducing significantly the rate of increase of costs and prices.

So far, I have not even mentioned bond prices and interest rates. The Government of Canada 4½ per cent bond issue was selling at about $74.00 in July 1969 to yield about 7½ per cent, while recently it was selling at about $69.00 to yield 8.3 per cent. Yields of that magnitude are without precedent in recent history. I attempted to determine when Canada last experienced such market rates of interest and found an article written in 1885 that gives a series of conventional mortgage yields going back to the 1860s. It suggested that the conventional mortgage rate dropped to a range of 9-10 per cent in 1871, prior to which it had for five years been at 10 per cent. Not until this year did the conventional mortgage rate again exceed the 10 per cent level. So it seems safe to say that current market rates are higher than they have been for about a century.

I suppose that the questions we should now ask ourselves are: Should we be worried? Are these rapidly rising prices and high interest rates, both of unusual dimension in historical terms, taking us where we really do not at all want to go? It is of course true that unknown

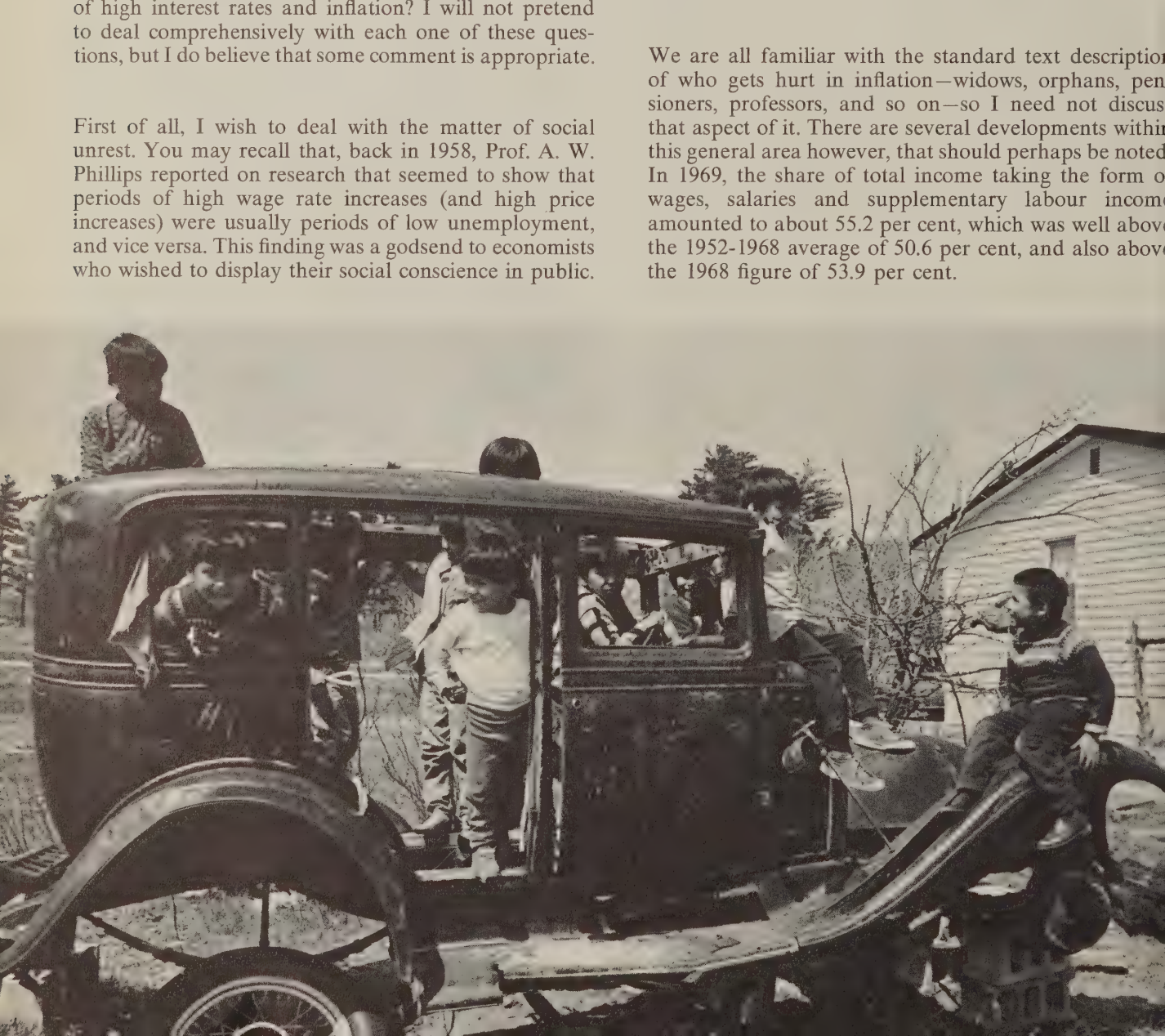
or unfamiliar terrain always makes one somewhat apprehensive; strange waters do frequently appear a shade darker. But I am naggingly reminded of the unsuspecting boatman, drifting alone in leisurely ecstasy, who said, just before the falls of Niagara came into sight, "Look how wonderfully swift the water runs." Or as Adam Smith said, rewriting Rudyard Kipling—that is, the new Adam Smith of the **Money Game,** not the old Adam Smith of the **Wealth Game: "If you can keep your head when all those about you are losing theirs, you haven't read the news."**

Possibly, therefore, I am justified in asking whether we should be worried. It is a complex question because it contains within it a series of additional questions. Will present trends lead to balance of payments difficulties? Will they lead to serious social unrest? Will they lead to capital market chaos? Will they abort economic growth? Will monetary and fiscal policies be successful in reducing significantly the dimensions of the problem of high interest rates and inflation? I will not pretend to deal comprehensively with each one of these questions, but I do believe that some comment is appropriate.

First of all, I wish to deal with the matter of social unrest. You may recall that, back in 1958, Prof. A. W. Phillips reported on research that seemed to show that periods of high wage rate increases (and high price increases) were usually periods of low unemployment, and vice versa. This finding was a godsend to economists who wished to display their social conscience in public. They could simply argue in favour of high employment and express indifference over the inflation that would accompany it.

Following Phillips's findings, one would now expect that high inflation would be accompanied by low unemployment. Alas, that is not the case. Unemployment in 1969 was running at 4.7 per cent of the labour force. In 1964, when we also had 4.7 per cent unemployment, the consumer price index was rising at only 1.8 per cent per annum; and in 1957, unemployment was 4.6 per cent, and prices were rising at 3.2 per cent per annum. So you see, the trend has been toward a deterioration of the price-unemployment trade-off position. **Is this the price we have to pay for having avoided a recession for a longer period than ever before, excluding periods of war? It is a price that invites social unrest;** sooner or later the bill for such unrest will be presented, unless we find ways of achieving sustained economic expansion without a high rate of deeply imbedded inflation.

We are all familiar with the standard text description of who gets hurt in inflation—widows, orphans, pensioners, professors, and so on—so I need not discuss that aspect of it. There are several developments within this general area however, that should perhaps be noted. In 1969, the share of total income taking the form of wages, salaries and supplementary labour income amounted to about 55.2 per cent, which was well above the 1952-1968 average of 50.6 per cent, and also above the 1968 figure of 53.9 per cent.



The proportion of income taking the form of corporation profits before taxes was 10.2 per cent, which was below the 1952-1968 average of 11.0 per cent, and fractionally below the 1968 figure of 10.4 per cent. The share going to farmers and unincorporated businesses has declined. So the current problem seems indeed to be an overly rapid upward thrust in wages and salaries—not in corporation profits; and since this has been accompanied by an increase in unemployment, it might even be that the shift in income has partly been from the poor workers to the rich workers, and not from the poor workers to profits.

There is, then, the possibility that the real conflict of interest is now between the elite labour unions— like the Steelworkers and the Auto Workers—and the unemployed and poorly organized workers, and not between these unions and management.

I would like to cite an example to illustrate this possibility. Recently there was a wage settlement in the steel industry that, like a number of others, was so high that it could only be rationalized on the assumption that there would be a high rate of inflation over the life of the contract. It was followed rapidly by an increase in steel prices. So where is the conflict between the Steelworkers and management?

Presumably the people that will be hurt will be the ones that feel the impact of the tight monetary and fiscal restraint exerted to check the inflationary forces that will fan out from that settlement and that round of price increases. We must entertain the possibility that there is very little harmony of interest between the wealthy workers and the poor workers and, indeed, that their interests in the short run at least may be in conflict with each other. This is a dimension to the social consequences of inflation that should not be ignored.

We live in a period of acute concern over minority groups of one kind and another, and for the most part, this is a desirable development. The presence of this concern, however, means that **we can no longer assume that minority groups who are caught in the inflationary squeeze will indefinitely remain quiet. I do not wish to over-dramatize this point, but I am wondering whether the strike of Montreal policemen, for example, would ever have occurred if we had not had an environment of inflation.**

And what is happening to real purchasing power under the National Pension Plan, which has only a partial price escalator arrangement within it? How much political energy will be expended when this becomes a political issue of importance—as it likely will? At present I am skeptical of the ability of government authorities to avoid deep social unrest if they do not achieve greater price stability and thereby avoid the inequitable and unjustifiable distribution of the direct and indirect costs of rapid inflation.

Another aspect of persistent inflation that should be examined is its impact on the capital market. It would seem that there has in general been a shift toward short-term financial investment, and away from long-term, fixed-interest investment. This is not entirely a bad thing. To the extent that present interest rates are higher than they will be in future, this demand for short-term investments reduces the extent to which borrowers are able to lock themselves into a high-cost capital structure in future years. I shudder to think what would happen to a company that is highly leveraged with long-term debt at today's interest costs, should we return to more normal interest rates. But an overly large amount of short-term debt creates its own hazards too, because it makes borrowers vulnerable to short-term market disruptions—as was so clearly illustrated at the time of the Atlantic Acceptance Corporation bankruptcy, when even good finance companies faced a closed short-term money market.

I only hope that, if the volume of short-term debt continues to rise, the Bank of Canada will have planned in advance to make substantial amounts of lender-of-last-resort funds available to non-bank borrowers—either directly, or indirectly through the banking system. In the absence of arrangements of this kind, it is not beyond the realm of possibility that inflation could generate for us a financial market crisis of the old-fashioned type.

Will present inflationary trends lead us into a balance of payments crisis? Here it would seem we are in luck, mainly because **the United States has for several years been mismanaging its affairs with about the same degree of efficiency as we have. For that let us be truly thankful.** We take our mercies where we find them. Wage-cost performance seems to have been worse in Canada until about March of 1969, as suggested by trends in average hourly earnings in manufacturing; but since then, wage increases have been about the same rate in the two countries. Wholesale prices have risen at about the same rate in the two countries since about mid-1967, and consumer prices have recently been rising less in Canada than in the United States.

Before we become too self-satisfied, however, let us remember that we have roughly equaled the U.S. prices and cost performance only after generating a distinctly higher rate of unemployment. Even ignoring that uncomfortable aspect of the problem, it would seem that serious balance of payments difficulties would arise only if the U.S. suddenly and substantially improved its price performance and we did not—a possibility that we should not discard without thought.

Some European countries, too, are experiencing serious inflation; others, like Germany, are not. It is true also that, when there is inflation in other countries, particularly the United States, Canada inevitably imports some of it; and we feel the impact of anti-inflationary measures taken by the U.S.

The international dimensions of inflation and its control have become so important that Canada should now, perhaps, take the initiative to develop international co-operation to deal with it. If only to highlight the nature of the problem and its importance, it might now be useful to organize an open international conference on inflation, and to invite participation by government and central bank officials and outsiders.

I do not want to leave the impression that our monetary and fiscal authorities are standing idle in the face of current inflationary developments. First, consider the dilemma they face. They face cost-pull inflation, not demand-pull inflation, at least not yet; and yet their anti-inflationary techniques—monetary and fiscal—are designed essentially for demand-pull inflation. Such techniques can, of course, ultimately control cost inflation, too.

But how must this happen? Presumably it works this way: Through tight money and fiscal restraint, the sales of companies and then their production slow down. This squeezes profits, and creates conditions that make it difficult for companies to improve profit margins by raising prices—which in turn will make it impossible for companies to grant the wage increases that they would otherwise have granted. Finally, lower price and cost increases emerge. But this has happened only after tight money has reduced sales, reduced output and therefore increased unemployment. There is in this anti-inflationary approach a constant temptation to relax restraint because of the unemployment it creates. Nevertheless, in the absence of any serious indication by unions and management that the voluntary restraint program of the Prices and Incomes Commission will be considered responsible, there would be no alternative.

The nature of this process helps clarify who are the real combatants in this battle with inflation—and who are the real casualties. It is really the Bank of Canada and the Department of Finance in one corner and the labour unions and management in the other. **The larger the wage demands, and the readier business is to grant them, the more must the Bank of Canada and the Government restrain spending, create unemployment, and in that way eventually cool off wage demands and price increases.**

We might well ask: Is the Bank of Canada going to win that battle? Some people would argue that monetary policy has not been effective and will not be effective. Others are concerned about how long it will take to become effective. There is also much discussion about the chances of "over-kill"—a phrase used to describe a depression induced by a policy misjudgment.

I have no doubt at all that, if monetary policy remains restrictive long enough, it will slow down inflation. The difficulty with monetary policy has been that it has only recently really become restrictive. Let me explain. Until last April, the Bank of Canada permitted a relatively high rate of monetary expansion, amounting to a seasonally adjusted annual rate of about 13.6 per cent in the first quarter of 1969. After that, increases were very small; and recent increases were accounted for largely by higher Government of Canada deposit balances and not general public deposits.

So, using "money supply" as the criterion of tight money, we can say that it began in April 1969, which is not all that long ago. If we use the criterion of bank loans, the appearance of tight money is even more recent. For a period after April, the banks, by reducing their net foreign and other liquid assets, were able to continue to expand their loans at a rapid rate. This process ended in July—which is only 10 months ago.

What if you use the cost of credit as the criterion of tight money? It is here that the most serious misconception exists, in my view. It is true that market interest rates have been rising with little interruption since the late summer of 1968; but that was also a period of inflation, and it is highly likely that the increase in interest rates, to some extent at least, reflected not tight money, but inflation.

I will be more specific. I computed the annual average yield on a long-term Government of Canada bond for the period 1952 to 1968, and subtracted from it the annual average increase in the consumer price index, in order to obtain some sort of "real" interest rate. I found this real rate to be 3.07 per cent for the period 1952-1968, 3.04 per cent for the period 1952-1960, and 3.10 per cent for the period 1960-1968. For the first ten months of 1969, remarkably enough, it averaged 3.06 per cent. So, incredible as it may seem, using the rate of interest adjusted for inflation as a criterion of tight money—and I am aware of the limitations of my procedure—we did not really have persistent tight money in 1969. Looked at in another way, any borrower who felt that current rates of inflation would continue on into the future would not logically regard market interest rates as being high. He would not argue that we had tight money.

In December 1969, the 4½ per cent Government of Canada issue was yielding about 8.33 per cent, while consumer prices were running about 4½ per cent ahead of a year earlier—thus indicating for the first time in many months a very high "real" yield. Also, the consumer price index was no higher last October than it was last August. If by any chance this is the signal for a distinctly lower rate of inflation, then current interest rates would stand substantially above the level that could be explained by inflationary forces, and that could be sustained for long.

The implication of this is that in November 1969 we saw the emergence of tight money, defined in terms of the level of interest rates adjusted for inflation. Furthermore, borrowers now face the very real possibility that future inflation will not offset fully the additional costs involved in current high rates for long-term money. Even a 4 per cent inflation rate in 1971 and 1972 would not seem to justify the 4½ per cent issue selling at its current yield level on the grounds of inflation alone.

Monetary policy in other words, seems finally to have created interest rate levels that are more than sufficient to offset current and prospective inflation. That, surely, is something that every long-term borrower should ponder most carefully. I think that, **if the Bank of Canada maintains its present degree of tightness, there will soon be some break in inflation psychology.**

This is just as well, for I see looming ahead the possibility of a return of old-fashioned demand-pull inflation. Business capital spending, I think, will have to accelerate before long to meet medium-term capacity requirements which, by the way, constitute a strong bulwark against the dangers of over-kill. There is an urgent need for the Bank and the Department of Finance to break the cost-push cycle before that occurs.

Will the Bank of Canada persist with restraint even if this means more unemployment in the short run? I don't know. I am certain that we will all be scrutinizing the Bank's weekly statistics most carefully. But, in the meantime, we should be aware of the strong possibility that restrictive policy, by reducing the rate of expected inflation, might actually lead to lower interest rates, more settled capital markets, and more employment; whereas a policy of monetary ease, by increasing the rate of expected inflation, might well lead to more unsettled capital markets and more unemployment. In this crazy world of paradoxes, the possibility should not be discarded that tight money leads to lower interest rates, and easy money to higher interest rates.

Young people use the expression, "Tell it the way it is." I only wish that our official and semi-official authorities would do the same, in order to inform rather than confuse the people. I wish, for example, that the Minister of Labour would stop congratulating himself on achieving wage settlements that have a strong inflationary content, and that he could raise publicly the possibility that some settlements, by necessitating stronger monetary restraint, might actually hurt other workers.

I hope the Minister of Finance will spare us his taking public pride in the huge sale of Canada Savings Bonds, and worry instead about the flight into demand money that it represents, and about the slow death of the long-term bond market. I hope the Economic Council of Canada can do what has to be done to permit it to stop writing "weasel-wordy"generalizations when dealing with inflation, tight money, excessive wage increases and monopoly price behaviour in its annual reports. And I fervently hope that the reports of the Prices and Incomes Commission will deal effectively and candidly with short-term stabilization problems.

Just possibly, if the public understands the way it is, the country may become more nearly the way we want it to be.

The times they are a'changing

"Innovations in industrial organization and labour relations" was the theme for this year's annual conference of McGill's Industrial Relations Centre on March 4 and 5 in Montreal. Many speakers referred to the unrest in our society, using student agitators as an example. On the last afternoon of the conference, delegates had an opportunity to meet the example face to face when student and worker protestors who had picketed the assembly for two lunch hours in the lower lobby of the Leacock Building were invited to attend the afternoon's session. Attend they did—and stayed. Dr. John Huberman, consulting psychologist, scheduled to speak on "discipline without punishment," lost his opportunity when angry students settled in to take over the proceedings and delegates participated in a rapid-fire dialogue with their accusers

Challenges to the system

"The system of values that has guided us for 200 years is being challenged, which means that its very existence is threatened," said Robert Sauvé, Deputy Minister of Labour and Manpower for Québec. "We are all contesting the habits and laws which, up to the present moment, have governed industrial civilization."

New values are replacing the old. For example, the concept of work has changed. Work is no longer a religion and "man is no longer a mere production machine." Political parties now want the "political solution" to supersede economic objectives. This switching of priorities means that the individual can harness economic laws to serve his purpose, and that the values of productivity are relegated to their proper place.

"The characteristic of industrial activity is to provoke constant change in techniques, in resources, and in the goods produced," continued Mr. Sauvé. Because of the "production technique acceleration factor," stability in the professions has vanished. As different raw materials are required for new manufactures, the economies of entire regions are disrupted. As a result of this flux in all aspects of our economies, "chronic insecurity prevails amongst the workers" and extreme reactions occur. To counteract this atmosphere, economic co-operation is mandatory. "Our development required that our action be characterized by concertation, total participation, the acceptance of pre-determined objectives and priorities, organization, and, finally, the acceptance of a discipline." This concept is particularly important in Québec, because the Province entered the modern world only recently and has been exposed to that much more change in a more limited time.

In this new era, "enterprise is faced with an important dilemma." It is caught between the view of society that business must activate production and meet consumer demands, and the view that it should not derive advantages from these same activities. "Therefore, it is time to achieve a more logical co-ordination of industrial and commercial activities toward the pursuit of the objectives of the collectivity."

The trade unions must also be reformed to meet the demands of society. At this moment, the unions are acting to "protect the profession as a corporation." The trade unions must expand to cover the large number of workers neglected "because of the difficulty encountered in organizing them and because of the weakness of their bargaining power." At the same time "the unions, just like the rest of society, will have to make a redistribution of the monetary and social advantages they have . . . to meet the requirements of a more perfect justice."

In the future, there will be more changes said Mr. Sauvé —for instance, the death of the collective agreement as it now exists. As more agreements are bound to affect entire segments of activity, they will have to consider more than the interests of the particular parties involved. Still, he said there would also be opportunity for agreements involving only one or several enterprises. "Therefore, the happy medium would consist in having negotiations carried out on various levels and according to methods of proceeding corresponding to the very nature of the problems discussed." The state would, however, be forced to be present as a third party in negotiating collective agreements, to ensure that the broad public interest is protected.

The programmed system

In an address delivered for him by Dr. W. Westley, Director of the McGill Industrial Relations Centre, Prof. Neil Chamberlain, of the Columbia University Graduate School of Business, noted that, although philosophical values may provide "one of the central driving forces for institutional change over time," their expression depends on the social context. Thus, the informal structure of the eighteenth century town in the United States was the guarantee of its peace and order. Fifty years later, circumstances had changed. The towns were becoming cities, and the cities were in competition for the markets. To meet the competition, production became specialized. The result was pressures for unionization and political reform so that the skilled worker might recapture a sense of autonomy. With the advent of assembly lines and mass production a century later, the loss of autonomy increased further, as did the push for industrial unionism.

In our present era, there is a new source of authority. Functional specialists, whose "authority of knowledge" gives them the final say in their own areas of competence, have created what John Kenneth Galbraith has called the "technostructure" to replace the corporate pyramid. In this system, "authority is dispersed throughout an organization among numbers of experts carrying out specialized tasks, working together more or less as equals, in an organization that is integrated by a gener-

ally accepted plan rather than by a commanding officer." Unlike Mr. Galbraith, Prof. Chamberlain has not written off top management as "ceremonial heads of the corporate state," but he did point out that the authority of specialized knowledge has a tight grasp on us; and it is present in all our institutions, not just in the corporation.

We now tend to view our society as a programmed system, he continued. "We have all become functionally integrated into the corporate system and the economic system, if not a divine order." Therefore, we are bound to find planning unavoidable to obtain system objectives. But the more planning there is, the more concerned the individual becomes about his personal relation to "the contrived order of which he is a part." Conflict then develops between "system efficiency, which is based on order, and spontaneity, which arises from the autonomy of the individual." Somehow a desirable mix of both qualities must be achieved. Also posing a dilemma is the attempt to combine the objectives of efficiency with the objectives of the individual, and to choose at just what level of the system the selection of goals should be made.

"Changes in population, changes in numbers, composition and location" also mold a society's value core. In "Theory of Growth of the Firm," Mrs. Edith Penrose concluded that in corporate systems "growth can in fact be continuous and indefinite provided that the organizational structure and managerial practices are adapted to accommodate the growth." Prof. Chamberlain stated that in the larger economic system the same principle applies. "Growth of the economy can continue indefinitely only with a change in economic structure and management." In this process, not only government officials but individual enterprise managers and intelligent plant officials must envision adjustments for improved organizational effectiveness. Prof. Chamberlain cited three contemporary innovations that seemed to him adaptations to an expanding economic environment: the international corporation; prime contracting in the United States; and, possibly, the conglomerate firm as the forerunner of a supercorporation that would be intermediate between the federal Government and the traditional national corporation, and that would ultimately become a quasi-public body with "some supervisory or planning role in a more consciously integrated economic system."

Although Prof. Chamberlain predicted these innovations, he admitted that the idea of a freer society had much more appeal. Apprehension of further restrictions on individualism is alienating various sectors of our society already. Large-scale unionism is not the solution. Efforts are being made to find an answer: In some companies, training and education functions are being decentralized to lower levels of management. On a grander scale, in France, a system of representative economic planning, both national and regional, has been instituted. The overall solution has still to be found, however.

Concepts of power

In the social revolution now enveloping us, four attitudes have crystalized, said John Paré, Assistant Vice-President of Personnel with Northern Electric, and former vice-president of personnel with Steinberg's. One group holds that conflict has already brought us to the brink of chaos; another, that assimilation will win out; the third that revolution will come and the whole system will be overthrown; and the last group wants to put the individual back into our institutions.

Mr. Paré saw four related concepts of power behind these viewpoints. The first group wants the use of force to suppress the conflict. The second is confident that the status quo will survive. The third body of thought envisages a transfer of power to the now disenfranchised. And the last group advocates the power of unity of purpose.

The concept of "power" has a useful application in industry to probe the roots of individual and organizational change—particularly if it is defined as the "ability to influence and organize change," he said. An individual may be dominantly inner-powered, seeing himself as able to make things happen; or he may be dominantly other-powered with "a battery that needs to be charged frequently." In the case of organizations, Mr. Paré defined four power structures: boss power—where the top man makes all the decisions and sees only himself as being inner-dominated; system power—where policies and guidelines replace the will of the boss, and the systems become ends in themselves, and the same assumption is made that most people are other-powered; support-oriented management or "pure power"—where the prime source of influence is the friendly, considerate boss who keeps his "antenna" out and who tries to keep everything "cosy;" goal-power—where goals replace the boss, and the result is inner power and internal commitment.

In an attempt to apply this knowledge to Steinberg's, Mr. Paré's group designed a one-day session with much advance groundwork—reading lists, surveys—in which all management levels were to participate. The problem proposed was to design the optimal structure for a sample division, based on the power theory. The results proved the point. One year later, that division's performance, he said, could only be called remarkable.

All theories pertaining to management can be valid, but translation into practical terms is difficult, said Scott Myers, Management Research Consultant, currently on sabbatical from Texas Instruments to MIT. Difficulties can arise in converting theories into action. For instance, managers familiar with McGregor's X and Y theory, tend to view the situation from the Theory Y viewpoint when the situation around them is running smoothly, but swing to Theory X as soon as something goes wrong. (L. G., Feb. 1969, p. 92). Furthermore, said Mr. Myers, they are often guilty of "introspective myopia." They have difficulty in applying the terms to themselves objectively.

Management can be viewed as a system. But the human element must not be forgotten. One definition of a management system, evolved in Mr. Myers' own company, is "the process of people interacting to apply resources to achieve goals." Without the factor of human co-operation, the best management system will fail to operate effectively. The statement of one engineer reviewing a management system in an egg-packing plant that had failed to produce the desired results points to just this requirement. He said that the plant employees "could make it work if they really wanted to." Mr. Myers concluded therefore that "attitudes and perceptions are a key factor in management systems." Furthermore, "a management system is not effective when people do not understand it, want it, need it, or do not give feedback."

Referring to McGregor's statement that work can be as meaningful as play, Mr. Myers noted that, as you descend within the ranks of any organization, the enthusiasm of the employee for his work diminishes. This can lead to the common occurrence of the "goof-off" worker. To prevent this evaporation of enthusiasm, there must be a "fluid communication process." One supervisor of an assembly line producing radar equipment was not achieving his goals. He therefore took the unprecedented action of shutting down the line, assembling the employees involved for an explanation of the project on which they were working, and welcoming suggestions. Further meetings were held. The result was that

the project was completed in 37 hours, when 86 hours had been the original target. This is an example, said Mr. Myers, of goal- rather than authority-orientation. The above process is ideal for putting "peer power" to work in a positive direction. Two steps are involved in the process: getting a group together for discussion of a common problem, and creating an environment where talent can express itself.

The human element

Andy Andras, Director of the Legislative Department of the Canadian Labour Congress, asked two questions: Why was a union representative invited to the conference? and What social change did the conference organizers have in mind?

In answer to the first question, he said that the trade union was now a permanent element in labour-management negotiations. The basic trade union structure is, however, undergoing a tremendous change—the spread horizontally and vertically among those heretofore alien to the concept of unionization. This innovation will become ever more common until it is a reality by the year 2000, he said. The other two facts justifying his attendance were the role of the union as a historic element in social change, and the increasing influence that collective bargaining will have on labour-management relations.

Replying to the second question, Mr. Andras singled out two types of social change: violent change, and change within the structure. He quoted John Kenneth Galbraith who said that "power has in fact passed ... to a new factor of production." Ownership is now in the hands of an increasingly smaller group of corporate entities. Accompanying this trend, is the emergence of a new prestigious class—management. The industrial revolution continues with the growth of the extra-national corporations, he said. The social revolution has become the revolution of rising expectations; people have a pervasive desire to enjoy the good things of life. A new kind of trade unionism is necessary to reflect both these directions.

Mr. Andras then gave his view of the aims of an industrial organization. He stated firmly that corporate goals have never altered fundamentally. They have always entailed the production of goods or services for profit. Everything else then becomes technique in the drive to bring the maximum return to the company. The company necessarily proceeds to manipulate both men and materials to obtain its goals. Not wishing to be accused of being simplistic, Mr. Andras enlarged on his statements. The management class, he said, is a "self-aware elite class" that is prepared to mold society to the corporate image. And that explains its fascination with the science of management. The humanistic approach is not a genuine part of the management goal. "I suggest that the human element—the employee—is at all times an expendable factor." Employees therefore tend to be job- and not company-oriented.

Mr. Andras concluded his remarks with some observations on the concept of work in our present environment and as it will develop in the future. At present, there is a demand for new and higher skills than there was a generation ago, he said. It is possible that this emphasis may lead to the production of more highly skilled people than there are jobs available. He did not foresee the advent of the leisure society, but he did fear the possibility of something else—possibly a computerized society where there is a large portion of redundants.

Workers are adults

Our system being what it is, our controls only serve to deceive ourselves, said Fred C. Whitney, industrial relations manager for Alcan Mill Products. People will not act responsibly if treated like children. What should be aimed at is the maximum level of intelligent decision-making at all levels of an organization.

At Alcan's Kingston plant, this objective has been pursued since the end of World War II. The system now in effect has been developed gradually. Originally, the foremen were asked to assume more responsibility, to express their opinions, and to give their men more information. They became, in effect, the managers for their groups—although the term "manager" was dropped—and people at all levels were urged to make their own decisions and to stand by them. To facilitate the new order, the plant was reorganized, management personnel were reallocated so that they might be more effective in the program, and a complementary education program was set up at Queen's University.

Within this changed atmosphere, the foremen felt free to suggest first, that the time clocks be decentralized, and ultimately, that the clocks be replaced by having a foreman sign their men's pay cards. The bell system soon met a similar demise, and rigid working hours were abandoned in favour of a buddy system where the only requirement was that the machines be kept in continuous operation. The point was reached where Mr. Whitney himself argued for a salary system to replace

hourly wages. Agreement was obtained from both the company head office and the union representatives, and the system was put into effect.

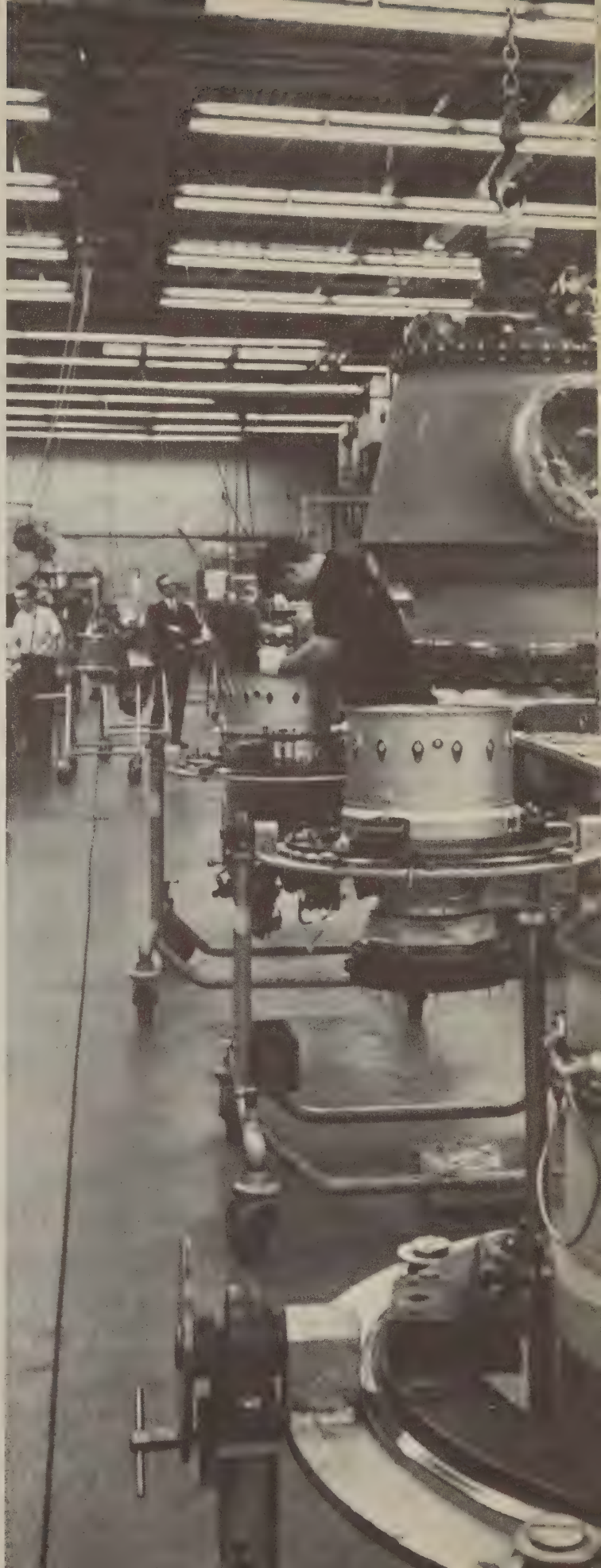
The new regime, although approved by the unions, has brought them some problems. Now that the men work on salary, they can no longer take a day off without reason. Chronically ill employees, of the "on-again, off-again" variety, have no protection from layoffs. A man injured on the job will not be allowed his holidays if his sick leave carries him past the point where he is allowed to take it. In actuality, the unions feel that they have lost a certain amount of control, said Mr. Whitney, because they are operating within a framework where statements on many subjects are far less definite. But, he added, the company is not trying to get rid of the unions, as some people have claimed.

Works councils

The premise on which works councils are based is good communication—a sharing of information, and an exchange of ideas and opinions—with improved morale and production being the goals, said Charles Baillie, Co-ordinator of Works Councils for Northern Electric. Works councils do not exist as decision-making bodies, he added. They are instruments for the exchange of information, the raising of questions, and the making of recommendations. Mr. Baillie defined "works councils" as "groups of specially selected employees—cross-fertilizations—designed to assist the information process." At Northern Electric they meet once a month. They are typically composed of one chairman—usually a representative of senior management—a secretary selected by management, four non-management shop employees selected by organized labour by election or appointment, four non-management employees, four management representatives, one confidential employee, and three engineering representatives.

Some topics are restricted for discussions—for instance, matters related to collective agreements, personal matters or matters prejudicial to the company's position at the time. Topics that are discussed can be categorized under the following headings: internal environment, external environment, communications, works council structure, company operations and employee relations.

In the two years that works councils have been in existence at Northern Electric, said Mr. Baillie, a great need for improved communication has been revealed. The success of the councils can be evaluated by reviewing



the objectives behind them: to provide an opportunity for employees to gain insight about company policies; to allow employees to be heard; and to promote better two-way communication both horizontally and vertically. The first objective has been fulfilled, he said. At Northern Electric, the policy is to pass on all possible information to the works councils. As time goes on, management has been shown willing to transmit more and more such material. The second objective has been only partially achieved, however. More people must be drawn into the machinery of the councils. In evaluating the third objective, Mr. Baillie stated that he had no studies to prove that it has been achieved, but that he personally was convinced that it most definitely had become a reality.

Works councils are not infallible, he admitted. Lack of senior management can hinder the operation of the system. Some employees fail to understand the purpose and become disinterested because there is no immediate action. The third probelm is that it is difficult to find out what information the employees want. To meet this need, sub-works councils have been formed. Mr. Baillie concluded by saying that, although works councils might evolve into a different structure in the future, he considered that, at the moment, Northern Electric had the most effective vehicle.

James Garett, Manager of Production for the manual shops at Northern Electric, followed up Mr. Baillie's remarks by discussing the operation of the works subcouncils with which he is associated. The first subcouncil was formed in the company to discover just what the employees considered to be a definition of "productivity," and Mr. Garett was appointed chairman. When it was decided to survey 32 employees from seven sections of four departments, only three being managers, the subcouncil found that they had to rectify a lack of understanding about the purpose of the subcouncil's work. After meeting with the individuals involved, the subcouncil received replies from every person. The replies emphasized the connection between morale and productivity, and the teamwork necessary within the immediate group on the production line. One complaint was that people on the line were never asked their opinions or told anything until something went wrong. The feedback indicated that employees would respond to non-economic as well as economic motivations.

The success of this first venture in subcouncils led to the establishment of others at Northern Electric, beginning with Mr. Garett's departments. He now has six such councils, all but one operating effectively. Last year production reached 109.9 per cent above the previous year, and the existence of the subcouncils is considered a major reason. Morale is up, and communication is now based on face to face encounters.

Protecting the innocent

Labour Minister Bryce Mackasey discussed what trends he foresees in industrial relations in his keynote address at the conference dinner. In the society to come, he said, the trade union will continue its traditional role of protecting the interests of its members, those interests

being defined as all aspects of work that impinge on the lives of the members. Their structure will evolve into something new, however. There will be fewer unions, but those remaining will be considerably more powerful. There will be changes also in levels of bargaining and in co-operation among unions during bargaining.

Unions are already becoming more sophisticated, he noted. One reason is that the general educational level of the members is now higher. There is a new generation of members—their expectations are high and they are going to demand a more refined, expert leadership. Election or attrition will provide the means. Mr. Mackasey predicted that the net result of these trends would be that unions would become much more of a countervailing force in society. They will be interested in protecting their members' interests in a broader spectrum, and conflict will therefore remain, although the goals will be different. Furthermore, as trade unions grow in social awareness, they will challenge corporate awareness of social goals.

Mr. Mackasey then gave an overview of what Canadian society as a whole is likely to want in the 1970s. Canadians, he said, would expect more than ever from the free enterprise system—from labour and from management. The questioners are already around us. To meet these expectations, there will be more, not less, government intervention in industrial relations, because there must be more concern for the innocent segment of the population at the bargaining table. "People are getting fed up with the inconvenience of strikes," he stated. Labour and managment must find ways to shorten these disputes—or the Government will.

Union leaders must, in particular, recreate the old feeling of solidarity with rank and file members, or no amount of legislation will solve the problem. If management anticipates that an offer will be rejected by the membership, it tends to hold something back for future bargaining. The negotiating process is then stretched out still further. Mr. Mackasey had some harsh words for management as well. He pointed out that all too often the management representative at the bargaining table is a "second-rater." There are simply not enough good men in the field. What is worse, he said, is that even when the company spends some money to hire an expert, too often he is relegated to "the mothballs" at moments of crisis and the president of the company takes over. "If I were in big business," he said, "I'd listen to the industrial relations experts." Unions will no longer take second-class treatment; they will not accept pat answers. He concluded by saying that business must rediscover the human element, hire the expert, see the value of the man in the plant as equal to that of his machine, and give workers a right to dignity; and that the unions must re-establish internal communication.

Smash the bosses

The students who, in their own words, "took over" the Thursday afternoon session had definite ideas about the assembly and its theme. The following paragraphs, quoted from one of their circulars, reflect the general tenor of the remarks to which the conference delegates made their replies:

"The conference is open to all people who wish to attend. However, the admission fee is $85. This eliminates the participation of workers and students, because they can't afford to pay the registration fee. This is tragic, because they could probably propose the best solution to solving labour-management conflicts. This solution would entail the elimination of the capitalist class and the putting of control of the factories in the hands of the workers, with a Government controlled by workers and their allies. This solution would benefit most other groups in Canadian and Québec society, such as students, white-collar workers and teachers. It would destroy the capitalist system that breeds racism, oppression of women, pollution, imperialist wars such as Vietnam, and poverty and misery among large sections of the population. This same solution feeds students a diet of meaningless irrelevancies that trains them to become mindless pawns in a sick society.

"It is certain that the solution of eliminating the capitalist class will not even be discussed at the conference. We must protest against the existence of the conference because it is only for the benefit of the ruling class. They want new ways to increase their profits through crushing the working class."

One of the students carried a placard stating that "the university serves the bosses." Dr. Huberman noted that man has always created bosses in any society that has evolved and probably always will. "If you smash the bosses there'll be other bosses to replace them. Hitler, Mussolini and others all emerged with the idea they were going to treat everyone equally, but it was found some were more equal than others," he added.

Book reviews

Continuing Education for Women in Canada: Trends and Opportunities by Marion Royce. Department of Adult Education, The Ontario Institute for Studies in Education, 102 Bloor St. W., Toronto 181; 167 p., $3.75.

"Idiocy is the female defect: intent on their private lives, women follow their fate through a darkness deep as that cast by malformed cells in the brain. It is no worse than the male defect, which is lunacy: they are so obsessed by public affairs that they see the world as by moonlight, which shows the outlines of every object but not the details indicative of their nature." Marion Royce quotes this comment from Rebecca West's prologue to **Black Lamb and Grey Falcon,** admits to its truth, and then gives a solution. If male and female are then so limited in their horizons, each on their own, they must combine their talents to give a total picture. To give birth to this ideal situation, however, women as a group must become active participants in community life. The best possible way to instill a greater social awareness in women is through continuing education—of all types. To provide information on just what courses, projects and groups now exist to serve this purpose, Miss Royce has researched what is available in six major sectors: regular university courses that are open to mature students, university extension courses and similar courses offered by other educational agencies, voluntary associations, professional study programs, and miscellaneous activities.

Delving into each unit, Miss Royce **supplies the information needed by any woman wanting to further her academic studies, wanting to revitalize old skills or learn new ones, or who is anxious to participate in a social-action group.** Often, personal anecdotes are included to allow the intended audience to view the reactions of their counterparts elsewhere in the community or in the country at large and, thereby, to sense the particular relevance of the material in this monograph to their individual situations. For instance, one woman who attended a series of guidance seminars held at York University, Toronto, commented that "The series has . . . made me look in a practical, unbiased way at myself as an individual . . . It has been helpful to find that I am not alone in my feeling of insecurity regarding my own ability, and this has been a morale booster. In some ways it has been discouraging, but on the other hand has probably given me the necessary push to step out and just try to do something other than the few volunteer jobs in which I am now involved."

The study indicates also the directions of future educational programs by examining such unique endeavours as the TEVEC pilot project in educational television that ran for two years in Québec. Although the TEVEC program was not aimed solely at women, the use of a medium that could reach women in the home made it especially effective in bringing community awareness to the isolated female. The Saguenay-Lac St. Jean region was chosen by the Continuing Education Branch of the Department of Education of Québec for the experiment because of its extremely high level of unemployment and economic depression, and because of the good response of the population to earlier programs designed to help them. Although the course content was to correspond to the general level of Grade 9, the school subjects taught—English, French and Mathematics—were developed as part of socio-economic themes.

On Mondays, Tuesdays, Wednesdays and Thursdays a different program within a common socio-economic theme would be offered. Each telecast would be repeated three times a day. On Friday, there would be a summary of the week's work, followed by the correct answers for the assignments. Students filled in IBM cards daily and sent them in to TEVEC headquarters to be marked. In addition, they would attend weekly classroom sessions on Saturdays for help with particular difficulties. Students would receive report cards on their progress at each stage of the project, and all who so desired could write the June examinations whether they were actually enrolled with TEVEC or not. Those who passed the exams in French, English, and mathematics received the first-year high school certificate. Separate certificates were given if the socio-economic exam was also passed. Certificates were given to those who were successful only in particular subjects.

When the data on the project were correlated, it was found that many women had participated despite tremendous personal obstacles. One mother of eleven followed the broadcasts regularly. Another woman, who had supported herself and her son by washing garage floors at night, watched all three telecasts each day. Broader effects were also derived from the project. **Women declared that they no longer felt isolated and that their children and families respected them more.**

This program and many others are contributing to the continuing education of women in this country. The purpose of this report is to describe the projects, how they were initiated and what they are achieving.

Miss Royce was director of the Women's Bureau, Canada Department of Labour, from 1954 until 1967 (L. G. 1967, p. 164).

Cost-Benefit Analysis of Manpower Policies, Proceedings of a North American Conference, editors G. G. Somers and W. D. Wood; Industrial Relations Centre, Queen's University, Kingston, Ont.; 272 pages; $5.

During the last decade, policy measures in the manpower field have expanded both in number and complexity in Canada and the United States. For fear of launching into the seventies with barren programs yielding scant profitability to society at large, manpower researchers, policy makers and administrators have recognized the need to critically re-evaluate the public and private manpower policies implemented in the sixties.

It was against this backdrop of practical concern over the future direction of manpower programs and theoretical reflection on the issues involved in objective evaluation that the North American Conference on Cost-Benefit Analysis of Manpower Policies was conceived. The conference was held in May 1969 at the University

of Wisconsin. It was organized under the joint auspice of the Center for Studies in Vocational and Technica Education, University of Wisconsin and the Industria Relations Centre, Queen's University, with sponsorshi provided by the Canadian Department of Manpowe and Immigration, and the U.S. Department of Labo The proceedings and papers of 24 contributors are pres ently available in paperback form, under the combine editorship of G. G. Somers of the University of Wiscon sin and W. D. Wood of Queen's University.

The editors' foreword says that cost-benefit analyse have been used frequently to evaluate operating prog rams in the manpower field in response to current trend in a number of government agencies. The operationa potential of cost-benefit analysis as a tool for the evalu ation of public expenditures is discussed, followed b a partial treatment of its ramifications when applie to manpower policies. We are cautioned that **cost-benefi calculus is only one tool in the appraisal process, a it largely excludes qualitative considerations that are o outstanding importance—social benefits of manpowe programs being one example.** Advocates and opponent of cost-benefit analysis, as well as those who are no in-the-know have much to reap from this volume, be cause it attempts both to clarify the issue in dispute and to reduce the area of contentiousness.

The first section of the volume is devoted to the theoret ical and methodological aspects of cost-benefit analysis The latter is essentially a technique for investment ap praisal, and consists of measuring the benefits and cost of an investment and comparing them; if the benefit exceed the costs, the welfare of the investor is increased The second section of the volume attempts to roun out the picture with an examination of the applicatio of cost benefit-benefit analysis to various types of man power programs, and further treatment of measuremen problems. Some of the manpower programs reviewe are occupational training of adult workers sponsore by the U.S. Department of Labor, programs aime at reducing poverty by training disadvantaged workers and the Canadian Manpower Mobility Program.

As a theoretical study and a practical manual, the publi cation should prove a fertile resource to personnel i the manpower field. Its merit inheres both in its theoret ical appraisal of a potentially powerful tool of economi analysis, and in its demonstration of the strengths an weaknesses of this tool in the pragmatic evaluation o manpower programs of the past decade.

Reducing strikes and reaching settlements

Conciliation and mediation services in the Ontario Department of Labour are being enlarged and reorganized to increase their effectiveness. Based on three years of experimentation and study, the new system is designed to help reduce strikes in the Province. In announcing the plan, Ontario Labour Minister Dalton Bales said, "Our new plan for mediation will be directed not only at assisting big companies and big unions in which large numbers of workers and the public interest are involved, but also at resolving small-firm, first-agreement disputes that are often far more difficult and contentious. It is our hope that the new moves we are making will upgrade our whole approach to industrial relations in Ontario."

The new moves include: appointment of several of the Department's most experienced conciliation officers as mediators—some will be assigned specialist roles with important industries; appointment of an ad hoc mediation panel of experts in industrial relations who will not be staff members, but who will be available when needed; appointment of a mediation specialist for the construction industry who will build a separate conciliation section for this field; involvement of the Department's research branch in negotiations to assist the mediator; teaming of mediators and conciliation officers occasionally to give additional experience and expertise; hiring of additional conciliation officers, and development of a training project to include work with union and management; and appointment of a supervisor to work with conciliation officers in making the service more useful to unions and management.

William Dickie, Director of the Department's Conciliation Services Branch, announced **the appointment of William McGuire to the new post of construction mediation specialist, and Jack Speranzini as conciliation supervisor.** Both men have more than 12 years of experience in industrial relations and conciliation service. They will report to V. E. Scott, Assistant Director of the Conciliation Services Branch.

Conciliation trainees will be engaged by the Department and after a few months' experience, they will serve for some months in the industrial relations department of a large company, and also with a large union. The ad hoc mediation panel has not been appointed, but its membership will include men with extensive experience and prestige to make them acceptable as mediators to both union and management. In some cases, Mr. Dickie said, ad hoc mediators will replace conciliation boards, but the Department will also continue to use the boards in appropriate situations.

Mr. Dickie has been working closely with the new appointees, and a series of innovations have been tested under trial-and-error conditions during the past three years. **Labour Minister Bales said that the system should "greatly increase the effectiveness and quality of conciliation and mediation services, and assist unions and management in reaching settlement."**

W. H. Dickie | W. McGuire | J. D. Speranzini | V. E. Scott

Tapping talents

In the hope of tapping the talents of the unemploye older worker, numerous training and demonstratio programs have been set up across the United State It has been found that the predicament of the unem ployed and underemployed older worker in the U.S is characterized by his need for immediate employmen his willingness to assume the risks of short-term em ployment, and his reluctance to take job retraining. An personal and family hardships for the older worker a head of the household compound his difficulty in re turning to the labour force.

The John F. Kennedy Family Service Center, Inc., Cha lestown, Mass., was selected by the U.S. Departmen of Labor as part of a seven-city demonstration projec to seek solutions to the unemployment and underem ployment of the older worker. The project was assiste financially by grants from the U.S. Department o Labor. The unique organizational and programmati framework of the Center permitted the co-operatio of health, education, employment, legal aid and welfar services.

Between March 1965 and June 1966, the program serve 479 applicants and successfully placed 316 older worker in gainful employment—an overall placement rate o

56 per cent. Contacts were established with 300 companies and institutions in the process of job development. The applicant's satisfactory adjustment to his family, to his community and to his job high-lighted the efforts of the program. Follow-up was conducted on the applicants placed.

To be eligible for the program, applicants had to be 45 years of age or over, considered to be difficult to place because of age or premature forced retirement, and have had few or no job opportunities. **They were generally ignorant of effective techniques for easy re-entry into the labour market, had poor morale, lacked confidence, and were unable to adjust to a competitive labour market.**

The program was designed to: locate, identify, and attempt to activate adults 45 years of age and older toward re-employment; direct those older workers, whenever necessary, to work preparation, training, and retraining that would enable them to enter full-time employment; place older workers in permanent jobs commensurate with their abilities and skills; and open up new jobs to older workers by taking advantage of new training and employment opportunities that could be developed directly or indirectly from Boston's diversified labour market.

To cope with the difficulties of the program, seven key administrative staff members were recruited from industry, vocational, educational and governmental agencies. Their range of employment experience and knowledge enabled them to understand and evaluate the current needs and expectations of the industrial and institutional organizations within the Greater Boston area. This selective recruitment was instrumental in developing job opportunities for the older worker applicant. Professional staff was involved in recruitment, job evaluation, employer-employee relations, industrial training programs, interviewing, and placement.

Two techniques proved successful in recruiting applicants for the program. These were the use of both informal and formal communication channels. Informal channels were established by advising all community facilities and personnel, including social, veteran, business, union, fraternal and service groups, and churches of the program's existence. This was supported by articles in local and metropolitan newspapers that described the activities of the project. Of particular impact were the person-to-person communications and discussions initiated by enthusiastic and satisfied applicants. Formal communication channels consisted of recruitment by the Massachusetts Division of Employment Security and the Family Services Center.

Under the terms of the working agreement, four of the Boston offices of the Massachusetts Division of Employment Security identified 100 hard core applicants in four major employment categories: service and domestic, professional and technical, industrial, and sales and clerical. The definition of "hard core" included any one or a combination of the following characteristics: applicants registered with the Massachusetts Division of Employment Security for a minimum of eight to ten weeks and for whom no immediate job opportunities existed; applicants registered for any length of time and who had been judged "hard core"; and applicants from an impoverished environment, or school drop-outs, or military service rejects, or those handicapped by language.

At the outset, an eligible applicant had to be between 50 and 65 years of age and defined as "hard core". The age requirement was lowered to 45 years in July 1965. By November 1965, 76 applicants, 59 males and 17 females had been sent to the Kennedy Center by the Massachusetts Division of Employment Security for employment counselling, interviewing, job development and placement. **Following processing, 54—71 per cent—of the 76 applicants had been placed in employment. Two more were placed later, following training.**

The average age of the 76 applicants was 57.6 years, the average number of months unemployed was 7.7, and the average number of job referrals was 1.5. The types of employment for the 56 applicants placed were: 15 placed in same type of employment as their prior experience; 15 placed in similar type or allied employment; 11 employed in a higher type or upgraded; and 15 employed in a lower type or downgraded.

The hurdle of individual adjustment

Rehabilitation of 250 handicapped Cape Breton co miners will be studied under a governmer union-management agreement announced recent by Manpower and Immigration Minister Allan MacEachen.

A comprehensive study will be made of the individu adjustment problems of physically handicapped co miners under a Manpower Assessment Incentive Agre ment signed by the Cape Breton Development Corpor tion; the United Mine Workers of America, District 2 and the Minister of Manpower and Immigration.

Extensive research will be undertaken to determine th men's potential for rehabilitation into more productiv work within the coal mining industry or elsewhere with the area in which they live. The possibilities of esta lishing other types of industries, or, in some cases, she tered workshops, to provide satisfying employment, w also be assessed. All age groups within the labour for are involved. Some have lost limbs or fingers in indu trial accidents, others suffer from chronic illnesses other permanent physical handicaps.

The research project will cost $62,000, with the Depar ment of Manpower and Immigration paying 50 per ce of the cost. DEVCO will pay 45.2 per cent and th United Mine Workers of America 4.8 per cent. Th agreement provides for the establishment of a joi committee and the appointment of an independe chairman and a qualified research director. **The co mittee will present recommendations on what steps mig be taken to resolve the adjustment problems that th handicapped workers face.**

The agreement was worked out by the Department Manpower Consultative Service, formed in 1964 to e courage management and labour to plan measures assist employees whose jobs are threatened by techn logical or industrial change. By means of financial i centives and technical and consultative assistance, helps labour and management to assess the problen and develop effective adjustment programs. More tha 80 such agreements have been negotiated since th program began.

Wheel chair symbol

A wheel chair symbol, to designate what buildings, transportation and other services and facilities are accessible to wheel chair users and other handicapped persons, has been selected by Rehabilitation International—the International Society for Rehabilitation of the Disabled—and recommended for use around the world.

The symbol was selected from among six entries submitted from various countries, and it included the Canadian symbol used in connection with Supplement No. 7 of the National Building Code of Canada and the symbol used at Expo 67.

The symbol adopted consists of a simple, stylized silhouette of a person sitting in a wheel chair. It was selected by an international jury formed by the International Committee on Technical Aids, Housing and Transportation, and was adopted by the assembly of the world organization when it met in Dublin last September. The symbol was prepared and contributed by the Scandinavian Design Students Organization.

In adopting the new symbol, Norman Acton, Secretary General of Rehabilitation International, stressed that modern rehabilitation methods have greatly increased the mobility of many disabled persons, but said that staircases, narrow doorways and other barriers frequently deny access to public buildings, shops, transportation, restaurants, theatres, churches and other facilities. Campaigns to eliminate such barriers should be accompanied by steps to identify accessible areas, and that is the function of the new symbol. "The tremendous increase in international travel by disabled persons makes it important to agree upon an international symbol that will convey its message without the use of words," he said.

Member organizations of Rehabilitation International in 61 countries throughout the world have been requested to seek acceptance of this symbol of access by their Governments and by private enterprises. The world organization is urging its use by international bodies concerned with all means of transportation, housing and other facilities essential to daily life.

Canadian paraplegics who have travelled abroad will agree that there is considerable merit in having a universally recognized symbol. Recognizing the desirability of having a worldwide common symbol **the Committee on Building Standards for the Handicapped of the Associate Committee on the National Building Code, National Research Council of Canada, recommends the adoption of this symbol in Canada. It will supersede the one previously recommended by this committee.** An arrowhead can be added to any side of the symbol to indicate direction.

Price indexes

Wholesale, January 1970

The general wholesale index (1935-39 = 100) rose 1.2 per cent in January to 289.2 from the December 1969 index of 285.7, and was 4.0 per cent higher than the January 1969 index of 278.1. All eight major group indexes were higher.

The wood products group index moved up 2.5 per cent to 388.4 from 378.9 in response to higher prices for newsprint, fir, woodpulp, and hemlock. The animal products group index advanced 1.5 per cent to 332.1 from 327.2, reflecting price increases for livestock, fresh meats, and boots and shoes. An increase of 1.4 per cent, to 302.0 from 297.7, occurred in the iron products group index as a result of higher prices for scrap iron and steel, rolling mill products, pig iron, and hardware. Price increases for coke, crude asbestos, building stone, and crushed stone were the reasons for an upward movement of 1.2 per cent to 212.9 from 210.3 in the non-metallic minerals products group index. A 0.8 per cent rise to 258.6 from 256.6 in the textile products group index reflected higher prices for woollen hosiery and knit goods, and miscellaneous fibre products. The non-ferrous metals products group index advanced 0.8 per cent to 290.9 from 288.7 on price increases for silver and tin. An increase of 0.8 per cent to 225.7 from 224.0 in the chemical products group index was mainly due to higher prices for drugs and pharmaceuticals. The vegetable products group index moved up fractionally to 237.2 from 236.9.

British retail, December 1969

The British general index of retail prices (January 16, 1962 = 100) was 134.4 at December 16, compared with 133.5 at November 18 and 128.4 at December 10, 1968. The increase was due to higher prices for beer, and for eggs and fresh vegetables—whose prices vary seasonally.

The index for foods, the prices of which show significant seasonal variations, rose more than 4.5 per cent to 134.4, compared with 128.4 in November. The index for the food group as a whole rose by one per cent to 133.4, compared with 132.0 in November.

In the alcoholic drink group, higher prices for beer caused the index for this group as a whole to rise 4.5 per cent to 142.7 compared with 136.4 in November.

Mainly as a result of increases in bus fares in many areas, including London, the index for the transport and vehicles group as a whole increased by less than one half of one per cent to 124.9, compared with 124.5 in November.

Increases in the average levels of prices of newspapers and periodicals, moved the index for the miscellaneous goods group as a whole up to 135.1, compared with 134.3 in November.

There was an increase of less than one half of one per cent in the average level of prices in the group "meals bought and consumed outside the home." The index for this group rose to 138.9 compared with 138.5 in November.

Wages and salaries—1969

Preliminary wage and salary rate information for selected occupations as of October 1, 1969, is currently available in loose-leaf form from the Economics and Research Branch of the Canada Department of Labour. Average pay rates for each occupation are presented in tabular form for 54 cities and 66 industries across Canada. The rates are based on data reported to the Department's annual survey of Wage Rates, Salaries and Hours of Labour. This survey is conducted by means of a mailed questionnaire sent to approximately 33,000 establishments having, usually, 20 or more employees. Following the cut-off date for receipt of questionnaires, final loose-leaf tables are released as they become available. Following this, the bound volume, **Wage Rates, Salaries and Hours of Labour,** will be published. All tables are available from the Queen's Printer, Ottawa.

The preliminary 1969 community tables show average wage and salary rates for: 14 male and 23 female office occupations; eight maintenance trades; eight service occupations; and for general labourers. The accompanying summary table presents average rates for selected occupations in 10 communities.

For the selected office occupations, the 1969 preliminary results show that **the highest average rate was $172 a week for a senior draughtsman in Montreal and Toronto. The highest female rate was $124 a week for a senior secretary in Montreal.** In the maintenance trades, the lowest rate was $2.56 an hour paid to a carpenter in St. John's, and the highest rate was $4.02 an hour for an electrician in Vancouver. The rates for general labourer vary from a low of $1.75 an hour in St. John's to a high of $3.11 in Vancouver.

Preliminary wage statistics for about 612,000 employees in 66 industries are also available. And data are available for about 1,000 occupations in the industries surveyed. Industry average wage and salary rate information is presented on a Canada-wide basis for each occupation, followed by the average and range by occupation for the 10 provinces, and for Montreal and Toronto, where the industry is prevalent and where figures meet the confidentiality requirement—the data apply to time work and, where applicable, to incentive work methods of wage payment. The average standard number of hours worked a week for non-office occupations is also provided.

Summary of 1969 (Preliminary) Wage and Salary Data for Selected Occupations

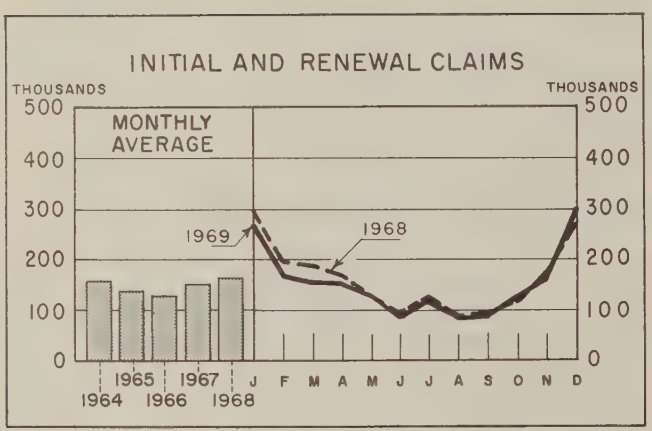
	St. John's	Halifax	Saint John	Montreal	Ottawa	Toronto	Winnipeg	Regina	Edmonton	Vancouver
					Dollars a week					
Office occupations										
Clerk, Junior Female	62	64	*	70	71	75	65	66	68	73
Clerk, Inter. Female	88	88	*	89	98	92	83	82	89	93
Secretary, Sr.	*	95	*	124	119	111	105	100	105	107
Typist, Junior	58	64	58	72	70	76	67	72	70	66
Clerk, Inter. Male	98	97	99	102	101	105	99	88	96	105
Clerk, Senior Male	121	131	122	134	125	135	132	118	135	131
Draughtsman, Sr. Male		157	165	172	162	172	*	141	157	161
					Dollars an hour					
Maintenance trades										
Carpenter	2.56	2.87	2.62	3.38	3.22	3.50	3.44	3.13	3.49	3.75
Electrician	3.22	3.10	3.19	3.48	3.78	3.72	3.44	3.64	*	4.02
Millwright	3.06	3.67	3.24	*	*	3.68	3.32	3.56	3.53	3.94
General Labourer	1.75	2.23	2.26	2.43	2.35	2.55	2.45	2.45	2.51	3.11

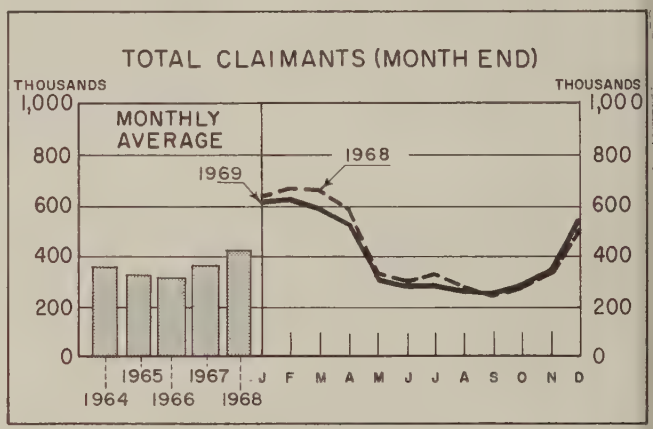
*Preliminary data not available.

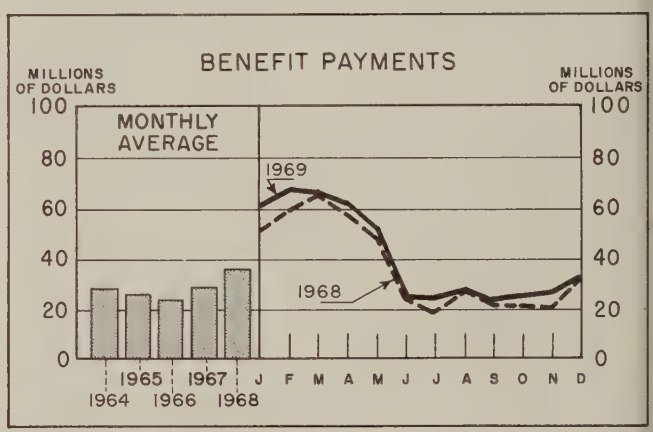
Unemployment insurance report for December

Claimants for unemployment insurance benefit numbered 537,000 on December 31, 1969, an increase of 8 per cent over the 498,000 recorded a year before. These totals comprise regular and seasonal benefit claimants numbering 456,000 and 81,000 on December 31, 1969, and 425,000 and 73,000 on December 31, 1968. On November 28, 1969 there were 349,000 claimants of whom 3,000 were identified as seasonal benefit.

The importance of males among the December claims is indicated by the sharp rise in the male composition of those one to four weeks on claim. As of the end of December 1969 this proportion was 77 per cent, whereas 60 per cent of the persons on continuous claim for five weeks or longer were men. This reflects the relatively heavier impact of seasonal influences on the employment of men. The proportion of males in the current claimant total, however—70 per cent—was unchanged from one year ago.







A total of 301,000 initial and renewal claims were filed in local offices across Canada during December. This represented an increase of 82 per cent over the 165,000 filed in November, and an increase of nine per cent over the 276,000 recorded one year ago. The November-to-December increase in the number of initial claims filed is usual, and can be attributed to seasonal benefit claims being filed in December, when the seasonal benefit period commences.

The average weekly number of beneficiaries was estimated at 195,300 for December, 192,800 for November and 235,600 for December 1968. Benefit payments totalled $33.1 million in December, compared with $27.6 million during November and $30.8 million during December 1968. The average weekly benefit payments for the three periods under review are $33.86 for December, $33.17 for November and $29.05 for December 1968.

The December 31, 1969 claimant count was substantially higher than it was one month earlier in all provinces. Although Québec, Ontario and British Columbia still retained two thirds of the total increase over the previous month, exceptionally large percentage increases occurred in Newfoundland and Prince Edward Island. The largest proportion of the increase was composed of male claimants.

In a comparison with December 31, 1968, the provinces of the Atlantic region had marginally fewer claimants and all other provinces experienced moderate increases in their claimant count. The largest increase in claimants occurred in Ontario.

Summary Table

Activity	Dec. 1969	Nov. 1969	Dec. 1968	Cumulative Data: Jan. to Dec. 1969	Cumulative Data: 12 months ending December 1969
			(in thousands)		
Insured population at end of month	—	5,565	5,446	—	—
Initial and renewal claims filed:					
Total	301†	165	276	1,855	1,855
Initial	231†	122	213	1,408	1,408
Renewal	69†	43	63	447	447
Claimants currently reporting to local offices	537	349	498	410*	410*
Beneficiaries (weekly average)	195	193	236	308*	308*
Weeks compensated	976	831	1,060	15,735	15,735
Benefit paid	33,060	27,555	30,800	498,992	498,992
Average weekly benefit	$33.86	$33.17	$29.05	$31.71	$31.71

* Monthly average.
† Discrepancy between totals and subtotals due to rounding.

General Topics

Omissions

Because of new printing deadlines for The Labour Gazette, some regular features will not appear in this issue. They will reappear in the next issue. They are: Employment Review; Consumer Prices; City Consumer Prices; and the tables that accompany these items: Labour Statistics; Labour Force tables A-1, A-2, and A-3; Price Index tables F-1 and F-2; and the Labour Income Table B-1.

Unemployment insurance fund

During January 1970, 22,519 investigations were completed across Canada. Of these, 14,294 were on-premises investigations and 1,516 were selective investigations to verify the fulfilment of statutory conditions. The remaining 455 formal investigations and 6,254 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,039. Prosecutions were commenced in 228 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in January totalled $55,878,447.94 compared with $53,426,242.57 in December 1969 and $52,977,474.66 in January 1969. **Benefits paid in January totalled $76,500,419.58 compared with $33,060,494.99 in December and $61,239,268.08 in January 1969.** The balance in the Fund on January 31, 1970 was $525,160,447.52 compared with $545,782,419.16 in December and $417,873,126.52 at the end of January 1969.

Wage schedules—January

During January, the Department of Labour prepared 267 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 163 contracts in these categories were awarded. In addition, 218 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, the St. Lawrence Seaway Authority, and the Departments of Fisheries and Forestry, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in January for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	6	$ 242,071.06
RCMP	3	31,420.50
Supply and Services	95	1,245,719.00

During January, the sum of $4,654.29 was collected from 23 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 173 workers concerned.

Photos. NFB: Cover, p. 341, 342, 347, 348, 351, 352, 354, 356, 358, 360, 361. Rapid Grip and Batten Ltd: p. 335. Campbell Studio, Vancouver: p. 336. Public Archives of Canada: p. 338. CNR: p. 374, 376. Murray MacGowan: p. 378.

May credits

Employment Fatalities, p. 368, are prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review involve persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(Note: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage for such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as it is for industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports. The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

Unemployment Insurance Report, p. 364, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 371, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 369, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Tapping Talents, p. 358, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

The Hurdle of Individual Adjustment, p. 360, originates with the Manpower Utilization Branch, Department of Manpower and Immigration.

Legal Decisions, p. 373, is prepared by the Legislation Branch of the Department of Labour.

Corrections

In an item about the agreement signed by Hamilton, Ontario, electricians, (L. G., Feb., p. 92), the final sentence reads: The electricians are represented by the United Electrical Workers. It should read: These electricians are construction wiremen and are represented by Local 105 of the International Brotherhood of Electrical Workers.

There were several mistakes in our reporting of the settlement with the Mine, Mill and Smelter Workers at Falconbridge Nickel Mines (L. G., Feb., p. 94). The settlement is for 33 months, not three years, and it provides a wage and fringe benefit package of $1.51 an hour over the term of the agreement.

The 77.8 cents an hour increase reported applies only to the bottom job class. For classes two to 18, the increases are higher by 1.7 cents an hour for each class; and there is a cost of living bonus of 5 cents an hour. Pieceworkers at Falconbridge will receive a rate increase of 88 cents, and as their average piecework bonus is one third, their actual increase is 133 per cent of 88 cents, or $1.17 an hour. The average hourly rate under the previous contract was reported as $3.06, but this did not include piecework earnings and other premiums.

Employment fatalities

Fourth quarter, 1969

The department has received reports on 175 employment fatalities that occurred in Canada during the fourth quarter of 1969. During the previous quarter, 266 fatalities were recorded. This is 57 more than the previously published total of 209 (L. G., Feb., p. 113). In the fourth quarter of last year, 247 fatalities were recorded, 70 more than the preliminary figure of 177 (L. G., May 1969, p. 282).

During the quarter, four multifatality accidents brought death to 15 workmen. In October, 3 hydro employees were killed at Daisy Lake, B.C. when a tower on which they were working collapsed. In November, 3 men lost their lives when their plane crashed near Winnipeg, Man., and 5 seamen were drowned when their ship, the "Thomas J. Hodder," sank 12 miles from Scatari Island, N.B. In December, 4 seamen lost their lives when overcome by gasoline fumes on the aircraft carrier Bonaventure one hundred miles southeast of Cape Sable Island, N.S.

Three industry divisions accounted for 64.5 per cent of the total number of fatalities (see Table H. p. 392). **Of the total, 52 occurred in construction, 34 occurred in transportation and 27 in manufacturing.** The remaining 35.5 per cent were distributed in the other industry divisions as follows: mining, 12.6 per cent; forestry, 7.4 per cent; trade, 5.1 per cent; public administration, 3.4 per cent; agriculture and service, 2.9 per cent each; and fishing and finance, 0.6 per cent each.

Three occupational divisions accounted for 66.2 per cent of the total fatalities: craftsmen, production process and related workers, 36.0 per cent; transportation and communication workers, 18.8 per cent; and labourers and unskilled workers, 11.4 per cent.

The distribution of the remaining 33.8 per cent among other occupational divisions was as follows: miners, 9.7 per cent; loggers and related workers, 5.7 per cent; managerial, service and recreational workers, 4.6 pe cent each; professional occupations workers, 4.0 pe cent; farmers, 2.9 per cent; sales employees, 1.7 per cen and fishermen, trappers and hunters, 0.6 per cent. Ther were no fatalities recorded for clerical workers.

Three accident-type categories accounted for 76.7 pe cent of the total number of fatalities. These were: struck by different objects and falls and slips, 26.9 per cen each; and collisions, derailments, and wrecks, 22.9 pe cent. The remaining 23.3 per cent were distributed among other accident-type categories as follows: caugh in, on or between different objects, 7.9 per cent; inhala tions, absorptions and industrial diseases, 5.7 per cent miscellaneous accidents, 3.4 per cent; conflagrations temperature extremes, and explosions 2.9 per cent over-exertion, 1.7 per cent; contact with electric current 1.1 per cent; and striking against or stepping on objects 0.6 per cent.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 51.9 per cent of the fatalities in manufacturing, 44.2 per cent of the fatalities in construction and 41.2 per cent in transportation. The 45-64 age group accounted for 41.2 per cent of the fatalities in transportation, and 40.4 per cent of the fatalities in construction

An examination of the concentration of fatalities by occupation shows that craftsmen, production process and related workers accounted for 74.1 per cent in manufacturing, and 55.8 per cent in construction.

An analysis of cross-classifications of industry divisions by main accident-type categories reveals that 50.0 pe cent of the fatalities in mining, and 25.0 per cent o the fatalities in construction were the result of the vic tims being struck by different objects. Another 48.1 pe cent of the fatalities in construction were caused by falls and slips; and 38.2 per cent of the fatalities in transportation were caused by collisions, derailments, and wrecks.

During the quarter under review, **there were 74 fatalities in October, 58 in November and 43 in December. By province, the largest number of fatalities, 63, occurred in Ontario; 26 in British Columbia; and 20 in Manitoba.**

Conciliation before the minister of labour

During February, the Minister of labour appointed conciliation officers to deal with the following disputes:

Maroney's Express Limited, St. Catherines, Ont., and General Truck Drivers' Union, Local 879 (Conciliation Officer: K. Hulse).

Central Mortgage and Housing Corporation (St. Georges Gardens, Apartments) Pointe-aux-Trembles, Qué., and le Syndicat National des Employés de la S.C.H.L. (CSN) (Conciliation Officer: S. T. Payne).

Les Services Ménagers Roy Ltée., Montreal, Qué., and le Syndicat général du cinéma et de la télévision (CSN) (Conciliation Officer: S. T. Payne).

Bell Canada, Montreal, Qué., and Traffic Employees' Association (Conciliation Officer: G. R. Doucet).

Northland Navigation Co. Ltd., and Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

Canadian Overseas Telecommunications Corporation, Montreal, Qué., and The Overseas Communications Union, Local 272 (Conciliation Officer: G. R. Doucet).

CP Air (cafeteria and flight kitchen employees), Vancouver International Airport, and Hotel and Restaurant Employees' and Bartenders' International Union, Local 28 (Conciliation Officer: A. A. Franklin).

Imperial Roadways Limited, Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel).

Settlements by conciliation officers

New Imperial Mines Ltd., Whitehorse, Y.T., and Local 926, United Steelworkers of America (Conciliation Officer: D. H. Cameron) (L. G., April, p. 309).

The Newfoundland Broadcasting Company Limited, (CJON Radio and CJON-CJOX-TV), and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies) L. G., March, p. 218).

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden) (L. G., March, p. 218).

Gill Interprovincial Lines Ltd., North Burnaby, B.C., and General Truck Drivers and Helpers, Local 31, Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: D. H. Cameron) (L. G., March, p. 218).

Wm. C. Norris Limited (Toronto Terminal), and General Truck Drivers, Local 938 (Conciliation Officer: T. B. McRae) (L. G., Jan., p. 59).

Canadian Pacific Railway Company (British Columbia Lake and River Service), and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (L. G., Dec. 1969, p. 754).

Kent Driver Services Limited, Merlin, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: K. Hulse) (L. G., Oct. 1969, p. 609).

Conciliation boards appointed

Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Seafarers' International Union of Canada (L. G., Jan., p. 59).

B.C. Towboat Owners' Association (representing certain member companies) and the Seafarers' International Union of Canada (L. G., Nov. 1969, p. 680).

Ottawa Transportation Commission, and Amalgamated Transit Union, Division No. 279 (L. G., April, p. 310).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in December to deal with disputes between Canadian Helicopter Overhauls Ltd.; Okanagan Helicopters Ltd., Vancouver International Airport, and International Union of Operating Engineers, Local 115 (L. G., March, p. 219) was fully constituted in February with the appointment of R. G. Clements of Vancouver, as chairman. Mr. Clements was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Philip Shier, and union nominee E. P. O'Neal, both of Vancouver.

The Board of Conciliation and Investigation established in December to deal with a dispute between AirWest Airlines Ltd., Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (L. G., March, p. 219) was fully constituted in February with the appointment of Mr. George W. Rogers of Vancouver, as chairman. Mr. Rogers was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. Boyd Ferris, Vancouver, and union nominee George Johnston, Burnaby.

Conciliation board report received

B.C. Towboat Owners' Association (representing certain member companies) and Canadian Merchant Service Guild (L. G., Feb., p. 143). (Full text appears in Supplement No. 2, 1970).

Settlements by conciliation boards

Atomic Energy of Canada Limited, Chalk River, Ont., and the Office and Professional Employees' International Union, Local 404 (L. G., March, p. 219). (Full text appears in Supplement No. 2, 1970).

CP Air (Commissary Attendants) Vancouver International Airport, and General Drivers and Helpers, Local 31 (L. G., March, p. 219). (Full text appears in Supplement No. 2, 1970).

Conciliation boards not appointed

Millar and Brown Limited, Cranbrook, B.C., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979; Chauffeurs, Teamsters and Helpers, Local 395, and General Teamsters, Local 181 (L. G., March, p. 219).

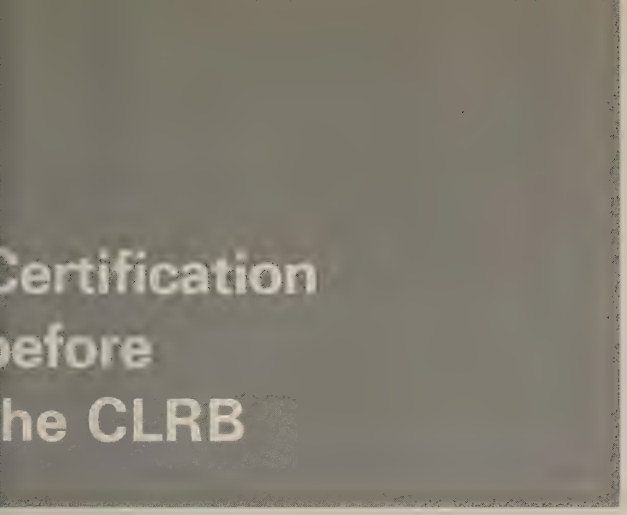
Loiselle Transport Limited, Dawson Creek, B.C., and General Truck Drivers and Helpers, Local 31, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (L. G., March, p. 219).

Canadian Freightways Limited, Calgary, Alta., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979; and Chauffeurs, Teamsters and Helpers, Local 395 (L. G., March, p. 219).

Little Chief B-Line Express Ltd., Calgary, Alta., and General Truck Drivers and Helpers, Local 31, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (L. G., March, p. 219).

Strike action

Canadian National Hotels Limited (Fort Garry Hotel) Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers. (Strike commenced February 10 and terminated February 20) (L. G., April, p. 310).



he Canada Labour Relations Board met for four days uring February. It granted eight applications for rtification, rejected three, and ordered one representa- on vote. During the month, the Board received ten pplications for certification and allowed the withdrawal two. It also received one application for revocation certification which was granted.

pplications for certification granted

yndicat National de la Meunerie Maple Leaf Limitée CSN) on behalf of certain personnel employed by laple Leaf Mills Limited, Montreal, Qué., at its plant 365 Bridge Street, Montreal (L. G., Jan., p. 58).

ttawa Newspaper Guild, Local 205, American News- aper Guild, on behalf of a unit of employees of Bush- ell Communications Ltd. CJOH-TV, Ottawa, Ont., nployed in its news service at television station JOH-TV, Ottawa (L. G., Feb., p. 145). The Association Canadian Television and Radio Artists had inter- ened, as well as certain of the news service employees.

ternational Union of Operating Engineers, Local 115, behalf of a unit of loaders employed aboard the essel "RivTow Norseman" by RivTow Marine Ltd., ancouver, B.C. (L. G., Mar., p. 221). The application as granted by way of amending an existing certificate include the employees applied for (L. G. 1967, p. 42). The Seafarers' International Union of Canada had tervened.

ublic Service Alliance of Canada, on behalf of a unit employees in the Operational Category of the Indus- ial Development Division of the Cape Breton Devel- pment Corporation, Sydney, N.S., employed at the oint Edward Industrial Park, Sydney, N.S. (L. G., Mar., 222).

West Canadian Air Navigators' Association, on behalf of a unit of flight navigators employed by Pacific Western Airlines Ltd., Vancouver International Airport, B.C. (L. G., Mar., p. 222).

International Brotherhood of Electrical Workers, on behalf of a unit of personnel employed in its Yellowknife Division by Plains-Western Gas & Electrical Co. Ltd., Yellowknife, N.W.T. (L. G., Mar., p. 222).

General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and crane operators employed by W. R. Cameron Limited, St. Catharines, Ont. (L. G., Apr., p. 309).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, dockmen and helpers employed at its Montreal Branch by M. & P. Transport Ltd., Edmonton, Alta. (L. G., Apr., p. 309).

Applications for certification rejected

International Longshoremen's Association, Local 1958, applicant, and Canadian National Railways, Montreal, Qué., respondent (freight handlers, Port of Québec) (L. G., Nov. 1969, p. 683). The application was rejected on the ground that no evidence had been furnished establishing that there are any employees in the bargaining unit proposed.

International Longshoremen's Association, Local 1958, applicant, and Canadian Pacific Railway Company, Montreal, Qué., respondent (freight handlers, Port of Québec) (L. G., Nov. 1969, p. 683). The application was rejected for the reason that the proposed unit of employees is not appropriate for collective bargaining.

Canadian Wire Service Guild, Local 213, American Newspaper Guild, applicant, Canadian Broadcasting Corporation, Ottawa, Ont., respondent (information program producers, Toronto), and Association of Television Producers and Directors (Toronto), intervener (L. G., Jan., p. 58). The application was rejected because the unit proposed was not appropriate for collective bargaining.

Representation vote ordered

United Radio and Television Workers Union, Local 291 (CLC), applicant, and C.K.A.C. Limitée, Montreal, Qué., respondent (salesmen) (Returning Officer: S. T. Payne) (Reasons for judgment published as Supplement No. 3, 1970).

Applications for certification received

International Association of Machinists and Aerospace Workers, on behalf of a unit of employees servicing aircraft employed by Genaire (1961) Limited, Malton, Ont. (Investigating Officer: K. Hulse).

Letter Carriers' Union of Canada, on behalf of a unit of mail contract personnel employed by Ryan Trucking and Terminal Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of the City of Whitehorse, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Canadian Merchant Service Guild, on behalf of a unit of deck officers and engineers employed aboard the "Haida Transporter" by Kingcome Navigation Company Limited, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Canadian Wire Service Guild, Local 213, American Newspaper Guild, on behalf of a unit of clerical personnel employed in its Ottawa area offices by Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

Canadian Wire Service Guild, Local 213, American Newspaper Guild, on behalf of a unit of clerical personnel employed in its Newfoundland regional offices by Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

Canadian Wire Service Guild, Local 213, American Newspaper Guild, on behalf of a unit of clerical personnel employed in its Toronto regional offices by Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: G. A. Plante).

Retail, Wholesale and Department Store Union, Local 470, on behalf of a unit of employees of National Feeds Ltd., Abbotsford, B.C. (Investigating Officer: A. A. Franklin).

Teamsters, Chauffeurs, Warehousemen and Helpers Local 880, International Brotherhood of Teamsters Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Catalano Produce Ltd., Windsor, Ont. (Investigating Officer: K. Hulse).

Professional Transport Workers' Union of Canada, on behalf of a unit of drivers employed by Maccam Transport Ltd., Saskatoon, Sask. (Investigating Officer: A. E. Koppel).

Applications for certification withdrawn

Brotherhood of Railway, Airline and Steamship Clerks Freight Handlers, Express and Station Employees, applicant, and Cara Operations Ltd., Port aux Basques Nfld., respondent (L. G., Oct. 1969, p. 613).

Seafarers' International Union of Canada, applicant and Messagerie Cotière Limitée, Montreal, Qué., respondent (L. G., Apr., p. 309).

Application for revocation received and granted

Québec North Shore and Labrador Railway Company Sept-Iles, Qué., and International Association of Machinists and Aerospace Workers, joint applicants. The application was for revocation of the Board's Orders of Certification dated January 24, 1962, and March 28 1966, in respect of units of unlicensed employees and marine engineers employed aboard the vessel "M.V. Inland" which the company has sold (L. G. 1962, p. 331 and L. G. 1966, p. 306).

Decisions of the Umpire

UB 2876. The claimant, 63 years of age, filed an application for benefit on November 7, 1968; he stated that had worked at the same place for 34 years, and that left his job to accept a special early service pension fered to him by the company. He added that he was ady and able to work immediately, but he could not cept full-time employment as he had pains in his gs. In answer to questions asked by the area office the Commission, the claimant advised them that he uld work as a watchman four hours a day, five days week, and that the pains in his legs were caused by eumatism, which had prompted him to take an early rvice pension.

n November 20, the insurance office notified the aimant that he was disqualified from receiving benefit om November 8, because he had failed to prove that was available for work as required by the Unemployent Insurance Act, and because his poor physical ndition meant that the chances of his obtaining emoyment were practically non-existent.

n November 26, a union officer wrote to the claimant's ctor and asked him to indicate if the claimant would able to perform suitable work eight hours a day, ve days a week. According to the doctor, the claimant as in relatively good physical condition. The doctor dded that the claimant had a chronic ear condition nd a mild ostis arthritis of the spine, and that he was pable of performing sedentary work compatible with s age. On December 13, the claimant appealed to the oard of referees and based his appeal on the statements ade by the doctor.

he area office then wrote to the claimant. In his reply, e claimant stated that he was willing to work eight ours a day, six days a week, that he had tried to get various jobs without success, and that he could work as a caretaker, as a janitor, or do any light-duty job. He added that he was available for work on November 17. The board of referees convened on January 3, and the board, by a majority, decided to dismiss the appeal.

The board said: **"No evidence before us justifies the conclusion that this claimant was capable and available for work on November 3, 1968 and subsequently. His availability is too limited to meet the requirements of the Act ..."** The dissenting member of the board expressed the view that the disqualification should terminate on January 3, 1969.

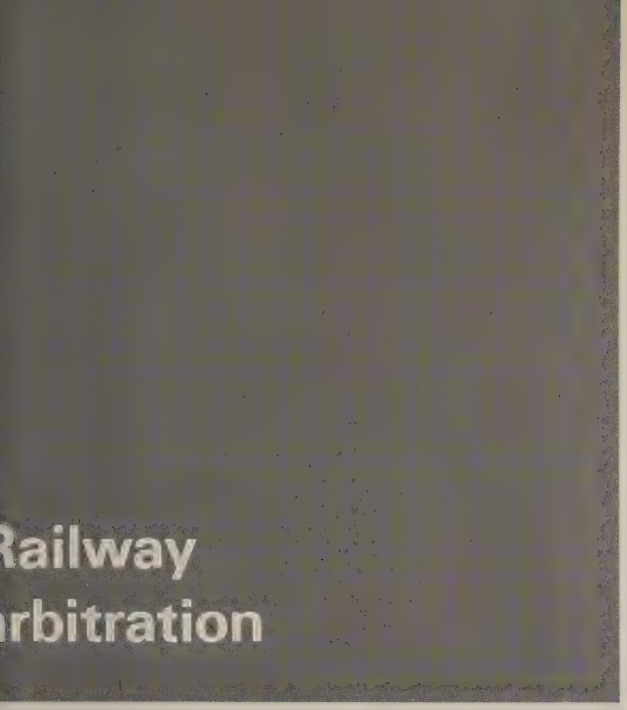
The claimant appealed to the umpire. The area office wrote to Canada Manpower Centre asking if there were any possibilities of a claimant obtaining employment in Sudbury as a watchman, or light work, 4 hours a day, 5 days a week. The Canada Manpower Centre replied that the demand for watchmen or for light work is not very frequent at any given time for persons seeking full-time employment; that anyone placing any restrictions on his availability would make it that much more difficult to obtain work, that the usual type of demand Canada Manpower Centre gets for watchmen ordinarily involves night work and any suitable client should have his own transportation; and that the possibilities are few and far between in an ideal situation, and would be even more remote for the hours specified on the days in question.

On April 1, the claimant was notified by the insurance officer that, **in view of the additional evidence received since the date he was disqualified, his claim was allowed effective January 29.** In a letter also dated April 1, the claimant advised that the only period he wished to appeal to the Umpire was from January 3 to January 28. He added that he was still looking for full-time work and that he had not yet found anyone who could hire him, apparently because of his age.

The Umpire said that the majority decision of the board of referees was based, in part, upon a belief that the Act requires that to be entitled to payment of benefit a claimant must first "diligently seek work." The fact that a claimant does, or does not, actively seek work is a factor to be considered in determining whether a claimant is really in the labour market and involuntarily unemployed and qualified for payment of benefit. But there is no absolute requirement that, to qualify for payment of benefit, a claimant must first diligently seek work.

The claimant was seen and heard by the board of referees, the Umpire noted. The majority did not make any comments on his physical appearance, but the dissenting member referred to observing the claimant and apparently was satisfied that the claimant was, at least as of that date, capable of and available for work. **The doctor's statement indicates that the claimant was in relatively good physical condition and it did not rule out light work, which perhaps is all that should be expected of the claimant.**

The insurance officer removed the disqualification, effective January 29, as soon as he received confirmation from a local hotel that the claimant had sought work there and would be available in the future. It would appear to follow that the insurance officer was then satisfied that the claimant had discharged the onus on him of proving that he was capable of and available for work, and was not unduly limiting his availability. If he was capable and available as of that date, it is difficult to find that he was not equally as capable and available when he appeared before the board of referees on January 3, for prior to that date he had sought medical evidence to prove his capability and had written saying that he was willing to work 8 hours a day and 6 days a week as a caretaker, janitor or in other light work. The Umpire concluded, "On the whole I think that it would be fair and proper to allow the claimant's appeal for the period from January 3 to 28, 1969, and I allow it accordingly and remove the disqualification for that period."



ght cases dealt with by the Canadian Railway Office Arbitration in Montreal are reported this month. One the cases was heard November 12, 1969; three were eard on December 9, 1969; and four were heard on nuary 13, 1970. One of the cases heard on January was supplementary to No. 168, which was reported the January 1970 issue of The Labour Gazette.

upplementary to Case No. 168. Dispute between the NR and the United Transportation Union over the ompensation to be awarded to a brakeman who was spended for six months.

the initial award, the arbitrator said that the suspenon should be reduced to three months, and that the akeman should be accordingly compensated. The two rties were unable to agree on the amount of compenion payable to the brakeman, and the matter was ought before the arbitrator for a decision on the nount. The arbitrator said that "the purpose of the vard of compensation is to put the grievor, from the int of view of earnings, in the position he would have en in had he not been suspended" during the period which he was improperly suspended.

ase No. 189. An ex parte dispute between the CNR nd the Canadian Brotherhood of Railway, Transport nd General Workers over the establishment of positions quality control inspectors in express service.

he union asked the company to bulletin the positions employees covered by the collective agreement. The mpany declined. The arbitrator found that the duties of the quality control inspectors went beyond those of a typical inspector or checker, and said that they did not come within the groups of employees that constituted the bargaining unit covered by the collective agreement. It was, therefore, not necessary for the company to bulletin the positions. The grievance was dismissed.

Case No. 195. An ex parte dispute between the CNR and the United Transportation Union over claims by a conductor and crew for miles reduced from their ticket.

The conductor and his crew were in unassigned pool freight service operating from their home terminal to their away-from-home terminal. They went off duty at their away-from-home terminal at 4.45 p.m. on January 7. They were entitled to payment for time held at this terminal after 16 hours. They left, deadheading home, the next morning at 9.30. So they were paid for 45 minutes of "time held." The union said that the men should have been paid more since they were "not properly ordered to deadhead, and that they were entitled to claim for held time as though they had gone out from" the terminal on a train that left at 6.50 a.m. on January 9.

The arbitrator found that although the order was not in strict compliance with the collective agreement, the men did take advantage of returning to their home terminal on the earlier train. They were, therefore, not held at their away-from-home terminal after 9.30 a.m. on January 8 and the actual time they were held was 45 minutes, for which they were properly paid. The arbitrator dismissed the grievance.

Case No. 196. An ex parte dispute between the CPR and the United Transportation Union over claims by a conductor and crew for miles reduced from their ticket.

The men were called at 7.30 a.m. for freight service and left at 8.05 a.m. but were stopped at 8.20 and told to return to their home terminal because of a derailment further along the line. They reached the terminal at 8.55 a.m. It was the union's contention that this was a complete trip for which the crew was entitled to a basic day's pay.

On their return, the men were told to take auxiliary equipment and proceed to the scene of the derailment. They arrived at the derailment at 2.35 p.m. and worked there until 8.45 p.m. They were then deadheaded by taxi to their original destination for the day and released from duty at 9.15 p.m. the union contended that this was a second trip payable as work-train service. The

company said that there were not two trips, and that the initial trip was "turnaround service within a trip," constituting only part of their "continuous tour of duty" in freight service. The arbitrator disagreed, saying that the second trip was work-train service. And he agreed that the crew was entitled to make separate and distinct claims for the separate trips.

Case No. 197. An ex parte dispute between the CPR and the United Transportation Union over claims by a conductor and crew for miles reduced from their ticket.

The crew's first duty of the day involved assisting a train between two towns and then returning to their point of departure. They were then told to take their own train to another town further along the line. The union contended that there were two trips but the company contended that this was one tour of duty and that the first trip was "turnaround service within a trip."

The arbitrator said that the crew assisted another train, returned to the point of origin, and then took their own train to its destination. "The first part of the trip did not involve their own train, but it was part of the work they were called to do, and within the same class of service." The arbitrator agreed with the company that the work constituted one continuous tour of duty and dismissed the grievance.

Case No. 198. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over claims by dining car employees assigned from the spare board to perform relief work.

There is no spare board maintained at one station involved in this case. When spare employees are required to fill positions, dining car employees are deadheaded from one terminal while sleeping car conductors and porters are deadheaded from another terminal. The union contended that spare employees who are required to make more than one trip on the line in question are entitled to payment for time held between such trips, because payment of this nature had been made in the past. The company declined payment on the grounds that there is no provision in the collective agreement to pay this time.

The arbitrator agreed with the company. He said that there "is no basis for such a claim in the absence of a particular agreement that would support it." And he said that the question of employees being required to accept assignments "on a multitrip basis" was not before him. He dismissed the grievance.

Case No. 199. Dispute between the Pacific Great Easte Railway Company and the United Transportation Unio over demerit marks assessed to a yard foreman.

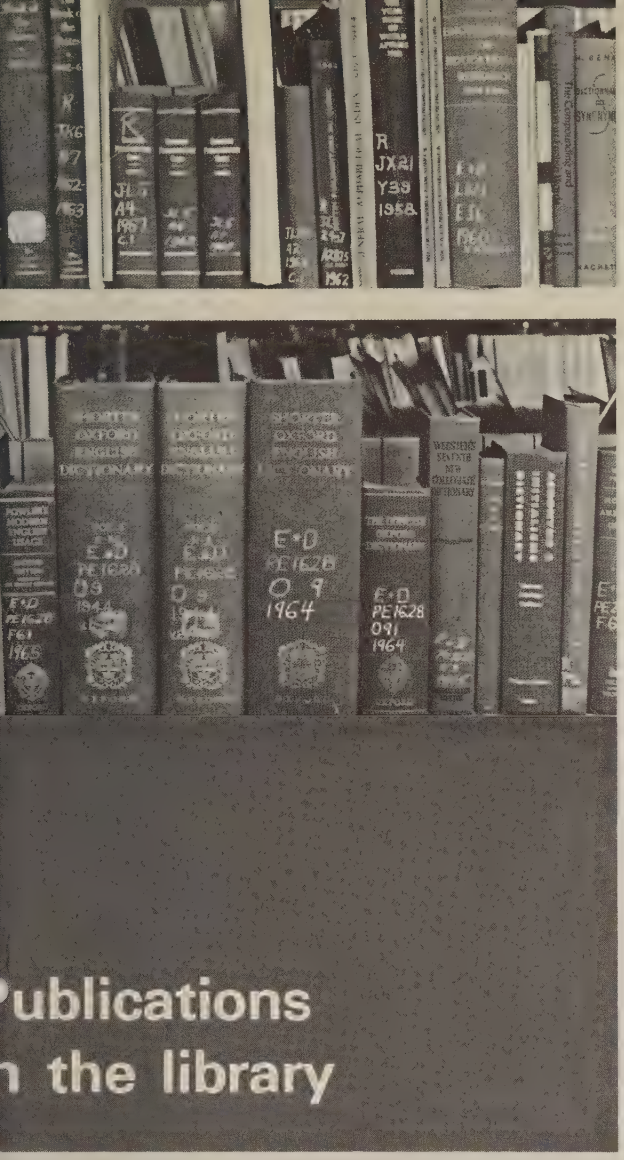
The marks were assessed to the foreman because h caused "a delay to another yard crew." The grievor le a car afoul of the shop lead switch at a terminal s that another crew was unable to pass. He did th knowingly and the issue was whether he should hav been disciplined.

The foreman's duties included the loading and unloa ing of cars on and off a barge. He unloaded a barg and then proceeded to move other cars onto the barg He had been told by the barge attendant that the tid was going out and the cars should be moved onto th barge as soon as possible. In moving these cars to th barge, he left one on the switching lead and it foule the shop lead switch, blocking about 12 tracks. H thought that if everything went well, the car would onl have been left there about 10 or 15 minutes. But h wasn't able to load the barge before the tide went ou and the delay amounted to about 25 minutes. The gri vor thought that he was expediting the loading of th barge, but he succeeded only in disrupting the operatio of the yard. The arbitrator said that the grievor "acte without regard for the rest of the company's operations and he dismissed the grievance.

Case No. 200. An ex parte dispute between the Pacif Great Eastern Railway Company and the United Tran portation Union over the disposition of the surplus the Operating Employees Benefit Plan.

The company argued that the matter was not arbitrab because: the matter was not properly processed throug appropriate grievance and arbitration procedures, an the subject matter was not within the arbitrator's juri diction. But the arbitrator said that the union had com plied with the procedural requirements. He found, hov ever, that the collective agreement did not deal wi the benefit plans.

He said that, if there is a surplus in the fund it shou be distributed to those who contributed. But he sa that the matter was not arbitrable "since it does n involve the interpretation, application, operation, alleged violation of any provision of the collecti agreement."



ist No. 254

he publications listed below are recent acquisitions. hey may be borrowed through a local library (business, niversity or public) or directly if there is no local brary. Please indicate the publication number and the ıonth listed when requesting loans.

usiness

No. 1—Cook, Harvey R. Selecting advertising media; guide for small business. Washington [GPO, 1969] 14 p.

No. 2—National Industrial Conference Board. Obacles and incentives to private foreign investment, 967-1968. New York, 1969. 2 vols. Contents: v.1. Obacles; the experiences of the investors of 12 nations 76 countries. v.2. Incentives, assurances, and guaranees; national and international programs.

Civil service

■ **No. 3—U.S. Bureau of Labor Statistics.** Planning and administrative personnel in local governments; a pilot study, June 1969. Washington [GPO, 1969] [38] p. Appendix A. Description of planning and administrative jobs: p. [23-24].

■ **No. 4—U.S. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Manpower and Civil Service.** Improved manpower management in the Federal Government; examples for the period, July-December 1968. Washington, GPO, 1969. xi, 28 p.

Education

■ **No. 5—Atlantic Development Board.** Profiles of education in the Atlantic Provinces. Ottawa, 1969. 1 vol. (various pagings).

■ **No. 6—Rogin, Lawrence.** Survey of adult education opportunities for labor; labor education in the United States [by] Lawrence Rogin and Marjorie Rachlin. Washington, National Institute of Labor Education, 1968. 275 p. Cover title: Labour education in the United States.

Electronic data processing

■ **No. 7—Bueschel, Richard T.** Commercial time-sharing services and utilities [by] Richard T. Bueschel, Andrew G. Stephenson [and] Douglas C. Whitney. [New York] American Management Association [1969] 95 p.

■ **No. 8—Salzman, Lawrence.** Computerized economic analysis. New York, McGraw-Hill [1968] xiii, 253 p.

■ **No. 9—Shriver, Richard H.** Distribution planning and control: effective use of computer systems and models [by] Richard H. Shriver [and] Russell C. White. [New York] American Management Association [1969] 60 p.

Executives

■ **No. 10—National Industrial Conference Board.** The chief executive—and his job, by Harold Stieglitz. New York, 1969. 70 p.

■ **No. 11—National Industrial Conference Board.** Executive development programs in universities, by Jude P. West [and] Don R. Sheriff. [New York, 1969] iv, 97 p.

Insurance, unemployment

■ **No. 12—Committee on Unemployment Insurance Objectives.** Unemployment and income security; goals for the 1970's; a report. Kalamazoo, Mich., Upjohn Institute for Employment Research, 1969. 27 p. William Haber, chairman of Committee.

■ **No. 13—Murray, Merrill Garver.** The role of unemployment insurance under guaranteed minimum income plans. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1969. 41 p.

■ **No. 14—Nelson, Daniel.** Unemployment insurance; the American experience, 1915-1935. Madison, University of Wisconsin Press, 1969. ix, 305 p.

Occupations

■ **No. 15—Hall, Richard Hammond.** Occupations and the social structure. Englewood Cliffs, N.J., Prentice-Hall [1969] xi, 393 p. Describes and analyzes the various types of occupations as they exist in the social system. The types of occupations are (a) the professions (b) managers, proprietors, and officials (c) white-collar workers (d) craftsmen and foremen and (e) semiskilled and unskilled workers.

■ **No. 16—Scoville, James Griffin.** The job content of the U.S. economy, 1940-1970. New York, McGraw-Hill [1969] xiv, 144 p.

Social conditions

■ **No. 17—International Labour Office.** The ILO in the service of social progress. Geneva, 1969. 209 p. "The present volume, which has been prepared for the Fiftieth Anniversary of the ILO, is a new version of Labour Faces the New Age, published in 1965."

■ **No. 18—National Institute of Social Research,** Copenhagen. Activities during the period 1958-1968. Copenhagen, 1969. 43 p. "Publications": p. 38-40. "Selected articles and publications in English."

■ **No 19—U.S. Department of Health, Education, an Welfare.** Toward a social report. [Washington, GP 1969] xxii, 101 p. This report is based on materia supplied by members of the Panel on Social Indicator and "deals with such aspects of the quality of America life as: health and illness; social mobility; the physica environment; income and poverty; public order an safety; learning, science, and art; and participation an alienation."

Unemployment

■ **No. 20—Fine, Sidney A.** Guidelines for the employ ment of the culturally disadvantaged. Kalamazoo Mich., W. E. Upjohn Institute for Employment Re search, 1969. 31 p.

■ **No. 21—Levitan, Sar A., ed.** Dimensions of man power policy: programs & research. Edited by Sar A Levitan & Irving H. Siegel. Baltimore, Johns Hopkin Press [1966] xii, 299 p. "A volume commemorating th twentieth anniversary of the W. E. Upjohn Institute fo Employment Research."

Wages and hours

■ **No. 22—National Industrial Conference Board** Compensation of overseas managers: trends and guide lines; a survey by Karen Kraus Bivens and Jame Greene. New York, 1969. 62 p.

■ **No. 23—Peterson, John Marshall.** Employmen effects of minimum wage rates, by John M. Peterso and Charles T. Stewart. Washington, American Ente prise Institute for Public Policy Research, 1969. 171 p.

Miscellaneous

■ **No. 24—Coddington, Alan.** Theories of the bargain ing process. With a foreword by G.L.S. Shackle. Londo Allen and Unwin [1968] xx, 106 p.

■ **No. 25—North American Conference on Labor Sta tistics.** 26th Richmond, Va., 1968. Proceedings, Jun 17-21, 1968, Richmond, Virginia. [Washington, GP 1969] 293 p. Co-sponsored by the Virginia Departmen of Labor and Industry and the U.S. Bureau of Labo Statistics.

Statistics section

Tables

C-1 to C-7 — Employment, Hours and Earnings

E-1 to E-4 — Unemployment Insurance

G-1 to G-4 — Strikes and Lockouts

H — Employment Fatalities

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at November 1969 employers in the principal non-agricultural industries reported a total employment of 3,850,535. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1968—November	125.7	144.9	113.37	124.0	145.5	118.70
December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October*	130.0	154.3	120.71	126.7	154.4	125.93
November†	129.9	155.2	121.41	126.4	156.0	127.18

* Revised. † Preliminary.

‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service)

Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	November 1969	October 1969	November 1968	November 1969	October 1969	Novembe 196
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	121.0	123.9	119.1	100.84	99.17	92.1
Newfoundland	122.4	129.0	121.6	111.28	108.12	100.5
Prince Edward Island	137.9	145.2	149.7	80.43	79.38	71.6
Nova Scotia	118.9	119.8	116.5	98.01	96.61	90.0
New Brunswick	121.1	123.5	117.8	99.43	98.20	91.4
Québec	122.1	123.8	120.1	118.49	118.50	111.4
Ontario	134.6	132.8	130.4	125.27	124.42	117.1
Prairie Region	128.5	130.0	123.6	114.84	114.38	106.9
Manitoba	120.6	122.3	117.4	108.54	109.10	103.7
Saskatchewan	117.4	119.7	120.6	110.57	109.26	104.3
Alberta	139.7	140.7	130.1	120.91	120.07	110.4
British Columbia	142.1	142.2	130.8	134.28	133.17	124.6
CANADA	129.9	130.0	125.7	121.41	120.71	113.3
URBAN AREAS						
St. John's	138.7	139.9	142.1	94.22	94.34	88.9
Halifax	125.9	125.0	120.8	99.98	99.24	93.1
Sydney	91.2	92.8	99.8	101.36	102.87	97.4
Moncton	142.0	137.1	131.4	95.89	95.74	85.3
Saint John	113.6	115.1	110.3	99.74	99.84	91.3
Chicoutimi	113.2	115.2	111.1	136.42	135.85	126.7
Montreal	124.3	125.3	122.8	119.25	119.06	113.1
Québec	122.0	122.0	118.4	104.71	104.70	95.7
Shawinigan	95.3	94.1	99.3	119.03	120.13	112.9
Sherbrooke	118.5	119.8	118.3	100.77	101.02	94.6
Trois-Rivières	117.3	119.1	112.2	113.31	113.99	107.0
Ottawa-Hull	142.0	142.4	134.4	113.35	113.25	104.6
Belleville	130.7	129.5	125.6	107.36	107.05	97.5
Brampton	293.2	278.9	274.2	125.81	121.27	116.1
Brantford	138.1	139.5	124.6	111.04	110.78	106.4
Fort William-Port Arthur	126.0	125.8	123.9	119.82	119.79	113.1
Guelph	145.0	143.2	137.6	114.88	115.36	107.3
Hamilton	125.0	123.7	120.6	128.00	126.58	118.2
Kingston	128.4	128.4	123.8	114.82	116.99	110.4
Kitchener	159.2	160.4	151.5	111.89	111.19	105.0
London	128.4	128.9	126.0	115.24	115.57	109.0
Niagara Falls	112.3	120.3	108.1	116.11	112.14	109.8
Oshawa	146.0	147.3	146.0	140.27	138.67	143.8
Peterborough	149.2	148.6	137.9	126.17	126.01	117.6
Sarnia	143.5	145.5	142.1	155.05	156.35	153.8
Sault Ste. Marie	109.4	65.9	122.3	136.55	127.70	127.5
Sudbury	125.5	55.9	120.9	144.12	131.10	138.2
St. Catharines	143.9	145.6	146.5	133.78	134.21	131.1
Timmins	71.1	72.2	71.6	113.75	110.39	101.8
Toronto	138.0	138.3	133.1	127.20	126.86	117.5
Welland	112.5	102.3	110.6	140.36	140.74	131.5
Windsor	157.1	160.5	157.2	144.52	142.09	135.7
Winnipeg	125.7	126.3	119.8	102.33	102.22	96.3
Regina	121.6	125.2	124.7	105.94	105.19	98.8
Saskatoon	142.4	142.5	150.5	103.96	103.23	100.6
Calgary	151.7	151.9	139.2	120.84	120.03	107.3
Edmonton	149.7	150.4	139.5	115.57	114.26	105.2
Vancouver	145.3	142.7	133.3	129.70	127.66	120.4
Victoria	137.7	137.9	123.3	115.89	112.72	105.0

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
Canada												
November 1969*	—	113.7	863.6	834.9	—	—	—	301.6	1,137.1	683.8	424.5	6.633.2
October 1969*	77.4	113.7	889.8	828.0	428.0	673.8	1,103.5	302.5	1,118.3	714.3	427.1	6,682.4
November 1968†	66.1	120.3	864.8	805.9	382.3	651.0	1,040.8	288.3	1,123.0	626.7	404.8	6,379.8
NEWFOUNDLAND												
October 1969*	2.5	5.8	10.7	2.1	10.7	14.0	15.8	2.3	21.9	8.5	8.3	102.6
September 1969†	2.8	5.7	11.5	1.9	10.9	14.9	16.9	2.2	22.0	9.2	8.4	106.6
October 1968†	2.9	5.7	9.6	1.9	10.4	15.3	17.1	2.0	23.9	7.9	8.2	104.6
PRINCE EDWARD ISLAND												
October 1969*	0.1	—	2.7	0.6	2.7	3.5	6.3	0.7	6.3	3.0	2.4	28.2
September 1969†	0.1	—	2.7	0.5	2.2	3.3	4.9	0.6	6.3	2.5	2.3	25.5
October 1968†	—	—	2.5	0.6	2.3	3.3	4.2	0.6	6.0	1.8	1.8	23.1
NOVA SCOTIA												
October 1969*	2.9	5.7	18.8	14.7	17.1	22.0	34.6	7.1	44.2	16.7	21.0	204.8
September 1969†	2.6	5.7	19.4	15.3	16.6	21.4	34.6	7.1	42.6	17.2	21.4	203.9
October 1968†	2.8	7.0	19.1	14.5	15.1	21.0	32.0	6.7	39.3	14.2	20.9	192.7
NEW BRUNSWICK												
October 1969*	7.6	2.8	18.6	10.0	13.6	21.3	27.6	4.7	32.4	11.3	12.1	162.0
September 1969†	8.0	2.6	19.6	11.1	13.9	21.6	26.3	4.8	31.4	11.0	13.9	164.2
October 1968†	7.5	2.4	18.5	10.9	10.2	20.1	26.0	4.4	30.6	10.9	10.9	152.4
QUEBEC												
October 1969*	25.3	26.4	336.1	205.4	94.8	185.8	272.4	84.9	309.3	179.2	93.4	1,813.0
September 1969†	26.5	26.5	337.2	204.8	96.4	188.5	271.4	84.1	310.0	181.2	94.3	1,821.1
October 1968†	24.2	25.3	325.6	201.6	92.3	181.7	249.4	80.1	297.7	161.1	86.7	1,725.6
ONTARIO												
October 1969*	11.8	23.1	382.0	460.3	166.7	219.6	442.0	131.1	407.8	291.6	173.2	2,709.3
September 1969†	12.0	23.7	388.8	450.8	167.2	223.4	432.3	131.6	402.5	290.6	174.7	2,697.8
October 1968†	11.5	35.1	377.7	451.9	159.5	211.0	397.2	122.5	403.6	259.0	167.0	2,596.0
MANITOBA												
October 1969*	1.2	8.0	28.9	23.0	18.1	46.5	57.8	13.5	52.3	34.4	20.1	303.8
September 1969†	1.0	7.7	29.0	23.5	19.2	47.5	60.6	13.6	51.7	34.9	20.7	309.2
October 1968†	0.8	7.2	28.3	20.5	18.8	46.5	53.6	12.9	51.9	29.4	19.4	289.4
SASKATCHEWAN												
October 1969*	0.4	5.8	9.9	5.3	14.1	26.4	39.5	8.2	47.2	21.3	20.8	199.0
September 1969†	0.5	5.8	10.2	5.5	14.7	27.5	39.5	8.2	47.1	21.6	20.4	201.2
October 1968†	0.3	5.1	9.9	5.4	17.1	26.3	39.6	8.4	46.4	19.8	19.5	197.9
ALBERTA												
October 1969*	1.7	21.8	27.8	27.0	43.7	53.6	87.9	19.9	92.4	60.7	32.9	469.4
September 1969†	2.0	22.0	28.2	27.2	43.2	54.7	87.8	19.2	91.3	62.1	34.1	472.0
October 1968†	1.8	20.6	27.2	23.3	37.3	49.6	82.4	18.1	92.6	50.7	31.8	435.5
BRITISH COLUMBIA												
October 1969*	23.9	11.3	54.2	79.5	45.6	79.1	118.3	29.9	103.4	86.2	40.4	671.8
September 1969†	24.8	11.4	55.2	79.8	46.8	80.7	117.7	29.9	103.6	87.7	40.8	678.4
October 1968†	19.6	9.8	52.4	72.2	39.0	78.0	107.6	29.1	104.0	73.9	38.5	624.3

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	November 1969	October 1969	November 1968	November 1969	October 1969	November 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	111.4	101.4	109.7	153.36	153.14	145.15
Metals	103.5	85.0	102.8	153.65	151.99	145.30
Mineral fuels	99.6	99.7	102.9	163.22	164.32	148.79
Non-metals except fuels	130.9	132.9	117.5	137.98	146.76	136.88
Quarries and sand pits	118.9	130.5	105.0	136.20	135.50	125.28
Services incidental to mining	163.3	161.4	162.9	159.90	154.98	152.84
MANUFACTURING	126.4	126.7	124.0	127.18	125.93	118.70
Durable goods	139.3	137.7	134.8	137.15	135.67	128.80
Non-durable goods	115.9	117.7	115.3	117.48	116.70	109.14
Food and beverages	107.9	112.7	109.6	112.53	109.53	103.18
Foods	107.3	112.5	109.0	108.76	105.62	99.50
Beverages	111.8	114.0	114.0	135.37	133.91	125.33
Tobacco processing and products	107.8	87.7	114.3	124.03	140.72	113.67
Rubber products	120.2	121.7	125.1	136.04	135.62	124.68
Leather products	94.8	95.4	101.6	82.75	81.56	78.46
Textile products	119.6	119.8	121.0	105.48	105.03	98.68
Knitting mills	117.8	118.7	119.1	80.19	80.27	75.31
Clothing	108.6	111.1	108.1	76.12	78.07	71.99
Wood products	111.1	112.0	111.8	116.65	113.78	108.61
Furniture and fixtures	138.4	140.4	132.4	105.72	105.42	98.09
Paper and allied industries	121.3	123.6	117.2	146.64	146.64	137.33
Printing, publishing and allied industries	117.4	117.1	114.7	130.75	131.41	122.73
Primary metal industries	128.0	112.3	126.8	150.04	150.36	140.43
Metal fabricating industries	137.6	139.3	133.2	134.19	132.25	123.82
Machinery, except electrical	155.3	155.3	139.0	144.82	143.71	134.26
Transportation equipment	159.0	160.2	154.2	151.90	149.43	147.03
Electrical products	152.3	153.4	147.1	128.51	128.61	120.67
Non-metallic mineral products	123.0	124.8	119.6	135.57	135.55	125.83
Petroleum and coal products	103.0	103.4	102.5	187.56	181.85	172.24
Chemicals and chemical products	119.8	120.3	118.4	143.38	142.51	133.33
Miscellaneous manufacturing industries	157.0	158.8	144.7	107.16	106.38	100.91
CONSTRUCTION	125.5	133.3	123.6	159.37	158.78	142.66
Building	139.3	143.7	133.3	160.61	157.45	141.22
Engineering	101.7	115.5	107.0	156.47	161.63	145.85
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	112.4	112.7	110.9	137.01	136.61	126.47
Transportation	107.9	108.3	107.6	135.81	135.96	125.33
Storage	109.2	109.0	113.7	121.99	119.71	114.31
Communication	121.5	121.7	117.4	130.57	129.22	120.71
TRADE	144.9	141.0	137.9	94.90	95.01	88.21
Wholesale trade	133.1	133.3	125.6	120.77	120.12	112.71
Retail trade	151.4	145.3	144.7	82.42	82.37	76.51
FINANCE, INSURANCE AND REAL ESTATE	141.6	141.1	133.3	114.97	114.39	109.31
Financial institutions	146.7	146.2	136.7	113.01	112.44	108.01
Insurance and real estate	134.7	134.2	128.6	117.84	117.25	111.21
SERVICE	174.9	179.3	160.1	86.56	84.95	81.41
Recreational services	144.7	162.3	142.3	84.59	83.17	74.01
Business services	195.5	194.3	179.0	133.17	131.09	125.21
Personal services	160.2	165.3	147.9	63.95	62.92	59.91
Miscellaneous services	218.5	218.2	186.9	86.60	86.24	86.81
INDUSTRIAL COMPOSITE	129.9	130.0	125.7	121.41	120.71	113.31

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1969	Oct. 1969	Nov. 1968	Nov. 1969	Oct. 1969	Nov. 1968	Nov. 1969	Oct. 1969	Nov. 1968
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.3	41.9	42.5	3.41	3.30	3.17	141.01	138.52	134.62
Metals	41.2	40.9	41.7	3.52	3.40	3.30	145.28	139.12	137.60
Mineral fuels	40.5	42.4	42.3	3.07	3.02	2.66	124.19	127.72	112.56
Non-metals, except fuels	40.0	44.0	43.8	3.21	3.20	2.95	128.43	140.59	129.23
Quarries and sand pits	46.5	46.8	48.3	2.86	2.84	2.54	132.93	132.84	122.71
Services incidental to mining	41.6	40.8	43.2	3.66	3.58	3.48	152.38	145.81	150.41
MANUFACTURING	40.4	40.4	40.9	2.88	2.84	2.66	116.17	114.87	108.68
Durable goods	41.0	41.0	41.9	3.10	3.06	2.87	127.24	125.31	120.03
Non-durable goods	39.7	39.8	39.9	2.64	2.63	2.44	104.83	104.53	97.28
Food and beverages	39.5	39.0	39.1	2.56	2.52	2.36	101.09	98.27	92.42
Foods	39.4	38.9	38.9	2.47	2.43	2.29	97.38	94.55	89.03
Beverages	40.1	40.5	40.8	3.20	3.15	2.90	128.40	127.67	118.18
Tobacco processing and products	37.4	38.2	37.5	2.95	3.42	2.69	110.59	130.55	100.73
Rubber products	42.2	42.4	42.0	3.04	3.06	2.78	128.53	129.63	117.06
Leather products	38.5	38.1	39.9	1.95	1.93	1.81	74.85	73.66	72.09
Textile products	41.0	41.1	42.1	2.28	2.27	2.09	93.54	93.30	88.07
Miscellaneous textiles	39.6	39.2	40.4	2.40	2.36	2.18	95.18	92.59	88.29
Knitting mills	40.8	40.9	41.6	1.74	1.74	1.61	71.06	71.18	66.97
Clothing	36.6	37.4	36.8	1.88	1.90	1.77	68.78	71.19	65.13
Wood products	39.7	39.3	40.6	2.79	2.75	2.56	110.81	108.08	103.86
Furniture and fixtures	42.6	42.4	43.0	2.31	2.30	2.12	98.27	97.80	91.20
Paper and allied industries	40.9	41.4	41.4	3.37	3.35	3.11	138.06	138.58	128.95
Pulp and paper mills	41.2	41.5	41.5	3.68	3.66	3.42	151.63	151.78	141.90
Printing, publishing and allied industries	38.1	38.3	38.3	3.38	3.39	3.14	128.58	129.78	120.25
Primary metal industries	40.5	40.9	41.1	3.48	3.42	3.21	140.74	139.66	131.77
Iron and steel mills	39.7	40.2	40.1	3.69	3.63	3.33	146.27	146.08	133.72
Metal fabricating industries	41.3	40.8	41.7	3.09	3.05	2.81	127.48	124.56	117.05
Machinery, except electrical	41.3	41.3	41.9	3.24	3.23	2.97	133.72	133.47	124.34
Transportation equipment	41.5	41.3	43.3	3.41	3.36	3.22	141.38	138.66	139.19
Aircraft and parts	42.8	42.4	42.4	3.42	3.40	3.06	146.47	143.96	129.99
Motor vehicles	41.1	40.9	43.7	3.54	3.47	3.38	145.54	142.26	147.65
Assembling	42.7	41.4	45.4	3.86	3.75	3.65	164.86	155.19	165.73
Parts and accessories	39.7	40.7	42.4	3.31	3.30	3.19	131.60	134.51	135.38
Shipbuilding and repairing	40.3	39.8	41.3	3.33	3.35	3.10	134.14	133.20	127.72
Electrical products	40.5	40.5	41.0	2.75	2.76	2.56	111.37	111.81	104.78
Communications equipment	40.6	40.7	40.5	2.69	2.71	2.43	109.30	110.45	98.18
Non-metallic mineral products	42.5	43.0	43.2	3.04	3.02	2.78	129.33	129.76	119.86
Petroleum and coal products	43.0	40.9	42.9	3.98	3.88	3.69	170.80	158.48	158.05
Chemical and chemical products	40.9	41.1	41.0	3.07	3.05	2.86	125.58	125.40	117.04
Miscellaneous manufacturing industries	40.4	40.7	40.7	2.30	2.27	2.12	92.86	92.15	86.45
CONSTRUCTION	40.3	40.9	40.7	3.91	3.86	3.44	157.73	157.94	140.00
Building	39.1	39.2	39.2	4.09	4.00	3.53	159.94	156.55	138.59
General contractors	39.4	39.3	39.1	4.02	3.90	3.40	158.24	153.46	133.10
Special trade contractors	39.0	39.1	39.4	4.14	4.07	3.63	161.24	158.97	142.79
Engineering	43.2	44.8	43.7	3.53	3.60	3.27	152.39	160.97	143.09
Highways, bridges and streets	43.2	45.6	43.5	3.13	3.08	2.68	135.15	140.48	116.48
Other engineering	43.2	43.9	44.0	3.90	4.16	3.79	168.64	182.27	166.87
OTHER INDUSTRIES									
Urban transit	41.5	42.3	41.8	3.54	3.51	3.30	146.79	148.79	137.74
Highway and bridge maintenance	39.6	39.3	38.8	2.64	2.63	2.43	104.76	103.59	94.36
Laundries, cleaners and pressers	37.8	37.6	37.5	1.65	1.67	1.55	62.43	62.82	58.35
Hotels, restaurants and taverns	31.9	31.8	32.9	1.67	1.66	1.55	53.25	52.81	50.90

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968†	40.3	2.58	104.00	139.7	116.2
Last Pay Period in					
1968—October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September	40.7	2.82	114.89	154.3	121.7
October*	40.4	2.84	114.87	154.3	121.1
November†	40.4	2.88	116.17	156.0	122.0

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	November 1969	October 1969	November 1968	November 1969	October 1969	November 1968
				$	$	$
Newfoundland	42.4	37.7	36.0	2.39	2.45	2.25
Nova Scotia	40.1	38.9	39.5	2.28	2.26	2.07
New Brunswick	40.3	39.2	41.0	2.39	2.38	2.16
Québec	41.2	41.5	41.7	2.56	2.54	2.38
Ontario	40.3	40.4	41.1	3.03	2.99	2.80
Manitoba	39.6	40.1	39.9	2.56	2.53	2.37
Saskatchewan	39.7	39.9	40.5	3.04	2.95	2.82
Alberta	39.6	39.8	39.2	3.04	3.00	2.70
British Columbia	37.7	37.1	38.1	3.60	3.56	3.31

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 749, December 1969 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—November ..	5,565,000	5,215,800	349,200
October.....	5,518,000	5,238,000	280,000
September ..	5,518,000	5,258,400	259,600
August.....	5,514,000	5,246,300	267,700
July.....	5,469,000	5,190,400	278,600
June.....	5,511,000	5,234,100	276,900
May.....	5,414,000	5,109,000	305,000
April.....	5,499,000	4,972,500	526,500
March.....	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January.....	5,512,000	4,896,000	616,000
1968—December....	5,446,000	4,948,100	497,900
November..	5,411,000	5,069,400	341,600

Table E-4—Benefit Payments, by Province, December 1969

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	51,973	1,727,143
Prince Edward Island	7,580	240,644
Nova Scotia	46,019	1,505,284
New Brunswick	47,007	1,436,369
Québec	303,882	10,307,729
Ontario	331,729	11,370,617
Manitoba	39,468	1,338,657
Saskatchewan	36,898	1,241,500
Alberta	37,977	1,302,829
British Columbia	73,858	2,589,723
Total, Canada, December 1969	976,391	33,060,495
Total, Canada, November 1969	830,657	27,554,617
Total, Canada, December 1968	1,060,154	30,800,219

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	December 1969			December 1968		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	300,893	231,399	69,494	276,356	213,099	63,257
Newfoundland	17,750	15,459	2,291	18,285	15,686	2,599
Prince Edward Island	3,739	3,397	342	3,630	3,204	426
Nova Scotia	13,762	11,404	2,358	15,076	12,048	3,028
New Brunswick	16,282	14,132	2,150	15,621	13,118	2,503
Québec	89,379	67,658	21,721	86,633	63,401	23,232
Ontario	90,472	65,642	24,830	73,325	56,212	17,113
Manitoba	10,637	8,526	2,111	10,028	7,974	2,054
Saskatchewan	10,815	8,475	2,340	9,812	7,613	2,199
Alberta	11,688	8,988	2,700	10,738	8,152	2,586
British Columbia	36,369	27,718	8,651	33,208	25,691	7,517

* In addition, revised claims received numbered 50,572.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at December 31, 1969

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants Dec. 31 1968
Canada	536,697	308,159	126,104	59,177	43,257	497,873
Male	374,411	236,471	85,659	30,712	21,569	352,538
Female	162,286	71,688	40,445	28,465	21,688	145,335
NEWFOUNDLAND	29,377	20,821	5,669	1,917	970	29,607
Male	26,317	19,209	4,924	1,570	614	26,732
Female	3,060	1,612	745	347	356	2,875
PRINCE EDWARD ISLAND	4,933	4,088	585	187	73	5,341
Male	3,920	3,344	442	115	19	4,165
Female	1,013	744	143	72	54	1,176
NOVA SCOTIA	24,677	15,237	5,055	2,035	2,350	26,243
Male	20,155	13,094	3,897	1,257	1,907	20,618
Female	4,522	2,143	1,158	778	443	5,625
NEW BRUNSWICK	25,443	15,167	6,505	2,316	1,455	26,662
Male	18,515	11,973	4,247	1,313	982	20,341
Female	6,928	3,194	2,258	1,003	473	6,321
QUÉBEC	169,282	92,332	43,128	19,435	14,387	159,762
Male	119,687	70,758	30,709	10,843	7,377	116,707
Female	49,595	21,574	12,419	8,592	7,010	43,055
ONTARIO	159,284	88,730	33,656	20,687	16,211	132,084
Male	98,519	61,609	19,880	9,840	7,190	79,249
Female	60,765	27,121	13,776	10,847	9,021	52,835
MANITOBA	19,767	10,919	5,650	1,961	1,237	19,215
Male	14,396	8,440	4,249	1,010	697	13,915
Female	5,371	2,479	1,401	951	540	5,300
SASKATCHEWAN	17,926	9,955	5,529	1,468	974	17,081
Male	14,082	8,656	4,334	678	414	13,216
Female	3,844	1,299	1,195	790	560	3,865
ALBERTA	21,144	12,801	5,129	2,009	1,205	19,867
Male	15,225	10,477	3,476	738	534	14,201
Female	5,919	2,324	1,653	1,271	671	5,666
BRITISH COLUMBIA	64,864	38,109	15,198	7,162	4,395	62,011
Male	43,595	28,911	9,501	3,348	1,835	43,394
Female	21,269	9,198	5,697	3,814	2,560	18,617

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
*1969	556	585	301,954	7,736,710	0.46
1969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
*1970—January	17	57	8,428	102,840	0.08
February	34	70	13,551	120,990	0.09

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, February 1970, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	3	4	785	3,390
Manufacturing	14	38	6,416	75,410
Construction	4	6	1,035	4,660
Transportation and utilities	4	6	3,638	22,710
Trade	2	7	347	4,200
Finance	—	—	—	—
Service	5	7	1,139	10,180
Public administration	2	2	191	440
All industries	34	70	13,551	120,990

Table G-3—Strikes and Lockouts, by Jurisdiction, February 1970, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	2	474	650
Prince Edward Island	—	—	—	—
Nova Scotia	3	4	1,671	12,750
New Brunswick	1	2	234	980
Québec	9	18	1,616	19,150
Ontario	11	23	2,997	33,120
Manitoba	—	2	390	2,700
Saskatchewan	1	1	13	230
Alberta	1	4	764	7,280
British Columbia	4	12	1,937	22,980
Federal	2	2	3,455	21,150
All jurisdictions	34	70	13,551	120,990

Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
Noranda Mines Ltd., (Geco Division), Manitouwadge, Ont.	CNTU	355	—	16,700	Nov. 22 Feb. 2	Wages—13% plus 4¢ per hr. increase 1st.-yr., 7% 2nd.-yr., 7% 3rd.-yr.; improved ER's contribution to OHSIP.
American Smelting & Refining Co. Ltd., Buchans, Nfld.	Steelworkers Loc. 5457 (AFL-CIO/CLC)	300	300	300	Feb. 2 Feb. 3	Alleged grievance—Return of workers pending arbitration board decision.
Brenda Mines Ltd., Peachland, B.C.	International Operating Engineers Loc. 115 and Labourers Loc. 168 (AFL-CIO/CLC)	265	2,390	2,390	Feb. 5 Feb. 19	Wages—80¢ per hr. increase over 2 years; free medical care, other benefits.
Heath Steele Mines, Little River, N.B.	Steelworkers Loc. 5319 (AFL-CIO/CLC)	200	300	300	Feb. 25 Feb. 26	Dismissal of one worker for cause—Return of workers when dismissed worker rehired.
Manufacturing						
FOOD AND BEVERAGES						
Silverwood Dairies Ltd., London, Ont.	Teamsters Loc. 647 (Ind.)	184	1,840	1,840	Feb. 16 —	Failure to reach agreement—
National Sea Products Ltd., Various locations, Nova Scotia.	Seafood Workers various locals (CLC)	1,200	7,200	7,200	Feb. 23 —	Wages, fringe benefits—
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	140	140	Feb. 27 —	Delay in signing new agreement—
WOOD						
Weyerhaeuser Québec Ltée, Princeville, Cté Arthabaska, Que.	Building and Woodworkers' Federation (CNTU)	132	2,640	18,870	Aug. 6 —	Wages, hours, vacations, holiday —
J. C. Martel Inc., St-Michel des Saints & St-Guillaume Nord, Que.	Carpenters Loc. 2817 (AFL-CIO/CLC)	192	1,410	5,810	Dec. 31 Feb. 11	Wages, other improvements—34¢ an hr. wage increase, other improvements.
Merril & Wagner Ltd., William Lake, B.C.	Woodworkers Loc. 424 (AFL-CIO/CLC)	240	600	600	Feb. 17 Feb. 20	Disciplinary action of two workers—Return of workers pending negotiations.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1970 (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days February	 Accumulated	Starting Date Termination Date	Major Issues Result
PAPER						
Building Products of Canada Ltd., Hamilton, Ont.	Chemical Workers Loc. 627 (AFL-CIO/CLC)	180	1,800	7,920	Dec. 11 Feb. 16	Wages, other benefits—8% wage increase on signing of contract, 7% Nov. 1, 1970; $150 settlement pay, increased shift premiums and rotation shift premium, other benefits.
Scott Maritimes Pulp Mill Limited, Abercrombie Point, N.S.	Pulp and Paper Mill Workers Loc. 440 (AFL-CIO/CLC)	265	5,300	7,160	Jan. 22 —	Sympathy with discharged worker —
PRINTING & PUBLISHING						
Pacific Press Ltd., Vancouver, B.C.	Vancouver Joint Council of Newspaper Unions	1,000	12,000	12,000	Feb. 16 —	Newspapers ceased publishing operations and terminated agreements—
METAL FABRICATING						
Sivaco Wire & Nails Co., Marieville, Que.	Steelworkers Loc. 6818 (AFL-CIO/CLC)	220	2,200	15,840	Nov. 2 Feb. 16	Wages, seniority, job classification—Starting rate raised to $2.31 an hr.; reduction in hours from 44 to 40 hours per wk., other improvements.
Foster-Wheeler Ltd., St. Catharines, Ont.	Steelworkers Loc. 6519 (AFL-CIO/CLC)	276	—	1,660	Jan. 23 Feb. 2	Wages, other benefits—70¢ an hr. increase over 2-yr. contract; $50 settlement pay, 16¢ per hr. increase for improvements.
Zenith Steel Fabricators Ltd., Richmond, B.C.	Structural Iron Workers Loc. 712 (AFL-CIO/CLC)	130	1,950	1,950	Feb. 9 —	Wages—
Dynamic Industries Inc., Quebec, Que.	Auto Workers Loc. 1044 (CLC)	267	3,740	3,740	Feb. 10 —	Wages, hours, other matters—
ELECTRICAL PRODUCTS						
Canadian Westinghouse, Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	416	8,320	25,800	Dec. 1 —	Wages, cost of living bonus, fringe benefits—
Pioneer Electric, Fort Garry, Man.	Steelworkers Loc. 4297 (AFL-CIO/CLC)	340	1,700	12,180	Dec. 8 Feb. 9	Wages, methods of promotion—10% wage increase immediately, 10% Nov. 1970, 7% Nov. 1971; 4 weeks vacation after 20 years, other improved benefits.
Clairtone-Sound Corp., Stellarton, N.S.	I.B.E.W. Loc. 2225 (AFL-CIO/CLC)	200	200	200	Feb. 9 Feb. 10	Seniority on lay-off—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, February 1970 (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
CHEMICAL PRODUCTS						
Hand Chemical Industries Ltd., Papineauville, Que.	District 50 (U.M.W.A.) Loc. 14775 (Ind.)	100	1,450	1,450	Feb. 4 Feb. 25	Wages, hours, length of contrac —28¢ an hr. increase for me first yr., 23¢ for women first yr. 17¢ for both second yr.; gradua reduction in hours from 43 to 40 3 weeks vacation after 5 years, weeks after 15 years.
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	5,900	132,600	May 17 1968	Wages, union security, grievanc procedure—
Construction						
Sudbury Electrical Contractors' Association, Various locations, Northern Ontario.	I.B.E.W. Loc. 1687 (AFL-CIO/CLC)	350	1,400	5,600	Jan. 15 Feb. 6	Wages—Return of most worker when new contract signed.
Robert McAlpine Ltd., Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	120	600	600	Feb. 2 Feb. 10	Working conditions, grievance— Return of workers when condi tions improved.
McIntyre-Porcupine Mines Ltd., Grande Cache, Alta.	Various unions	500	2,000	2,000	Feb. 11 Feb. 16	Alleged unjust firing of six work ers and grievances—Return o workers on instruction of union
Transportation and Utilities						
TRANSPORTATION						
Algoma Steel Corp. Ltd., Sault Ste. Marie, Ont.	United Transportation Union (AFL-CIO/CLC)	200	2,000	17,440	Oct. 16 Feb. 15	Bonus or incentive plan—Retur of workers, settlement terms no reported.
*B.C. Maritime Employers' Assoc., Various ports, British Columbia.	Longshoremen and Warehousemen various locals (CLC)	3,230	19,380	19,380	Feb. 5 Feb. 13	Wages, hours—$1.15 an hr. in crease over 30 months; $13,00 retirement settlement, other im provements.
Transport Chicoutimi Inc., Chicoutimi and Port-Alfred, Que.	Public Service Employees' Federation (CNTU)	103	720	720	Feb. 9 Feb. 18	Wages, vacations, security of em ployment—$105 per wk. imme diately, $115 Sept. 1, 1970; $25 retroactive pay for permanen employees only, reinstatement o the president of the union local.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days February	 Accumulated	Starting Date Termination Date	Major Issues Result
Trade						
RETAIL						
Three Ottawa Dairies, Ottawa, Ont.	Teamsters Loc. 647 (Ind.)	210	1,890	1,890	Feb. 12 Feb. 24	Wages, fringe benefits—$19 per wk. increase in three stages for home deliveryman, ice cream routemen, special deliverymen, $15 per wk. for wholesale deliverymen, work week reduced from 48 to 45 after 16 months, improved vacations.
Service						
EDUCATION						
Vancouver School Board, Vancouver, B.C.	International Operating Engineers Loc. 963 (AFL-CIO/CLC)	206	4,120	5,360	Jan. 23 —	Wages, night differentials, premium pay—
Ontario Department of Education, Toronto and Ottawa, Ont.	Ontario Federation of Community College Faculty Associations	280	280	280	Feb. 9 Feb. 10	Teachers seeking collective bargaining arrangements—Return of teachers.
Commission Scolaire Régionale de la Mauricie, La Mauricie region, Que.	Public Service Employees' Federation (CNTU)	130	520	520	Feb. 24 —	Wages, security of employment—
PERSONAL SERVICES						
*Fort Garry Hotel, Winnipeg, Man.	Railway, Transport and General Workers Loc. 272 (CLC)	225	1,770	1,770	Feb. 10 Feb. 20	Wages—13.. per hr. across the board retroactive to Aug. 1, 1969, 6% eff. Aug. 1, 1970; other improved benefits.
Canteen of Canada, Toronto, Brantford, St. Catharines and London, Ont.	Retail, Wholesale Employees Loc. 414 (AFL-CIO/CLC)	275	3,300	3,300	Feb. 12 —	Wages, fringe benefits—
Public Administration						
LOCAL ADMINISTRATION						
Government of Newfoundland, St. John's, Nfld.	St. John's Nfld. Policemen Unorganized	174	350	350	Feb. 10 Feb. 12	Disciplinary suspension of 32 policemen—Return of policemen.

*Federal jurisdiction.

Table H—Employment Fatalities in Canada During Fourth Quarter of 1969

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Total	Per Cent of Total
By Industry* and Age Group													
14-19	1	—	—	—	—	2	—	—	—	—	—	3	1.
20-24	—	—	—	4	2	4	6	—	—	1	—	17	9.
25-44	1	7	1	10	14	23	14	6	—	3	3	82	46.
45-64	2	4	—	5	10	21	14	1	—	1	3	61	34.
65 and over	1	2	—	3	1	2	—	2	1	—	—	12	6.
TOTAL	5	13	1	22	27	52	34	9	1	5	6	175**	100.
By Industry and Occupation†													
Farmers (a)	5	—	—	—	—	—	—	—	—	—	—	5	2.
Loggers (b)	—	10	—	—	—	—	—	—	—	—	—	10	5.
Fishermen (c)	—	—	1	—	—	—	—	—	—	—	—	1	0.
Miners (d)	—	—	—	17	—	—	—	—	—	—	—	17	9.
Craftsmen (e)	—	—	—	3	20	29	9	1	—	—	1	63	36.
Labourers (f)	—	—	—	—	—	18	1	—	—	—	1	20	11.
Transport (g)	—	1	—	—	4	2	22	2	—	1	1	33	18.
Managerial	—	—	—	2	2	2	—	2	—	—	—	8	4.
Professional (h)	—	1	—	—	—	1	2	1	—	2	—	7	4.
Clerical	—	—	—	—	—	—	—	—	—	—	—	—	—
Sales	—	—	—	—	1	—	—	2	—	—	—	3	1.
Service (i)	—	1	—	—	—	—	—	1	1	2	3	8	4.
TOTAL	5	13	1	22	27	52	34	9	1	5	6	175**	100.
By Industry and Type of Accident‡													
Struck by objects (j)	1	9	—	11	7	13	4	—	—	1	1	47	26.
Falls and slips (k)	—	2	1	3	5	25	9	—	1	—	1	47	26.
Collisions, derailments (l)	—	1	—	1	8	7	13	5	—	3	2	40	22.
Caught in, on, between(m)	3	—	—	1	3	3	2	2	—	—	—	14	7.
Inhalations (n)	—	—	—	3	2	—	4	—	—	—	1	10	5.
Conflagrations (o)	—	—	—	2	—	2	—	1	—	—	—	5	2.
Electric current (p)	—	—	—	—	—	2	—	—	—	—	—	2	1.
Over-exertion (q)	—	—	—	1	1	—	1	—	—	—	—	3	1.
Striking against (r)	—	—	—	—	1	—	—	—	—	—	—	1	0.
Miscellaneous (s)	1	1	—	—	—	—	1	1	—	1	1	6	3.
TOTAL	5	13	1	22	27	52	34	9	1	5	6	175**	100.
PER CENT OF TOTAL	2.9	7.4	0.6	12.6	15.4	29.7	19.4	5.1	0.6	2.9	3.4	100.0	

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insuranc and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process an related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupatio workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorption ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (Violence, bites, stings, etc.

** Of these totals, 146 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 29 we obtained from other sources.

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The Labour Gazette

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THE LABOUR GAZETTE and LA GAZETTE DU TRAVAIL, published monthly by the Canada Department of Labour, Public Relations and Information Services Branch, David R. Monk, Director, are listed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences.

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager.

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